

CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS
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bulletin

The universities and the elections

The Conservative election victory brought back to the House of Commons a number of cabinet ministers who have portfolios directly involving the universities. The most influential of these is Lucien Bouchard, the Secretary of State. Mr. Bouchard was one of the architects of Quebec in the 1984 election, and is clearly now one of the ministers with the closest access to the Prime Minister. The Secretary of State is responsible in general for the policies of the government in regard to postsecondary education as well as having specific responsibilities for the Social Sciences and Humanities Research Council and for student aid. The Minister of State for Science and Technology, Frank Oberle, was returned in Prince George-Peace River, and the Minister of Health and Welfare, Jake Epp, who is responsible for the Medical Research Council, was re-elected in Provencher. Barbara McDougall who is responsible both for issues pertaining to the status of women and for immigration was returned in her Toronto riding.

Three ministers sit for university ridings - Jean Charest, the Minister of Youth, Fitness and Amateur Sport, in Sherbrooke (Université de Sherbrooke and Bishop's), Tom Hockin, Minister of State for Finance in London West (Western Ontario), and Bernard Valcourt in Madawaska-Victoria (St. Louis Maillet) who is now the most influential minister in the Maritimes. All three are highly regarded within the government and are likely to be influential.

The day after the election the Prime Minister said that the ministers would continue in their portfolios for the time being and take responsibility where other ministers were defeated. The government had planned at the beginning of the campaign to meet the House of Commons with the same ministry in order to focus on the passage of the free trade bill.

Three ministers with whom CAUT has had many dealings over the years were defeated. Flora MacDonald, the Minister of Communications, was beaten in Kingston and the Islands by the Liberals. For many years Ms. MacDonald had been a voice for university interests in the Conservative cabinet. Most recently she was responsible for piloting copyright reform through the Commons. Phase two of that legislation will now be the responsibility of her successor. The Minister of Justice, Ray Hnatyshyn, was defeated in Saskatoon-Clark's Crossing, and the Solicitor-General, James Kelleher, was defeated in Sault Ste. Marie. Mr. Hnatyshyn as Minister of Justice had been responsible for the much criticized censorship bill in the last House. Mr. Kelleher had among his responsibilities the security services where he did a better job than the media were prepared to discuss.

In 1984 the Conservatives swept the university constituencies capturing 43 seats to 13 for the Liberals and 11 for the NDP. This time the Conservatives took 35 to 23 for the Liberals and 9 for the NDP. In 1984 the election took place before the university year began and the stu-

dents did not vote in their university riding. One of the notable features of the campaign was that Mr. Turner made the universities one of the key points of his crusade against free trade, speaking at many campuses across the country. Mr. Turner also sits for the university riding of Vancouver-Quadra. The Prime Minister spoke at no universities and Mr. Broadbent at very few.

The critics in the former House were returned. Howard McCurdy, a former president of the CAUT, was re-elected in Windsor-Lake St. Clair. He was the NDP critic for the universities. David Berger and Bill Rompkey, who were research and university critics for the Liberals, were returned in Montreal and in Newfoundland. Chris Axworthy, a former member of the CAUT Board, is the new NDP member for Saskatoon-Clark's Crossing.

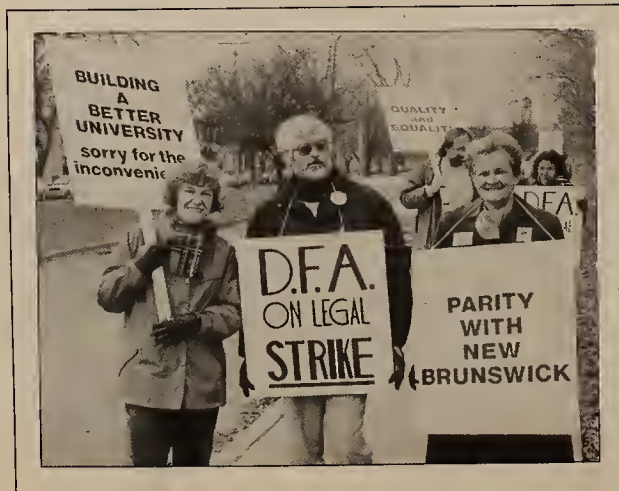
The election was a referendum on free trade. It was difficult to raise other issues although the President and Executive Secretary of CAUT did visit a large number of university constituencies to raise the consciousness of the candidates and the media in regard to university problems (see President's message). One part of their message was to suggest that it was impossible to have a rational free trade policy without an effective research and development policy on the part of the federal government.

There will be a variety of university issues facing the new government. Four are of an immediate nature. These are the long promised reforms of student aid, phase two of the copyright bill, the effect of the proposed new sales tax

on universities, and the very unpopular policy in regard to native students. There are also two issues of great importance to women: daycare and the future of the federal contractors' program in regard to universities. The officers of CAUT found in visiting university constituencies that very few Conservative candidates were willing to give much support to the capping of these funds, and the candidate in Sudbury, Bob Fera, publicly repudiated it. In the long term the Conservatives will have to deal with the question of university research policy.

The Conservatives increased funds for the research councils and for centres of excellence this year by \$440 million over five years and appropriated \$80 million for science and engineering scholarships. However, this was offset by their cut in the previous year of \$1.5 billion over five years in the transfer payments for postsecondary education and their previous freezes on the base funds of the research councils. Nor does it appear that the government has spent the full \$1.3 billion on research that the Prime Minister promised at the Toronto conference on science and technology last January. This was to be new money for new projects. During the election no one seemed to dispute the need for effective research in order for Canada to produce the educated citizenry and the research it needs. The challenge facing the Conservative government is to do produce an effective and well-funded way of responding.

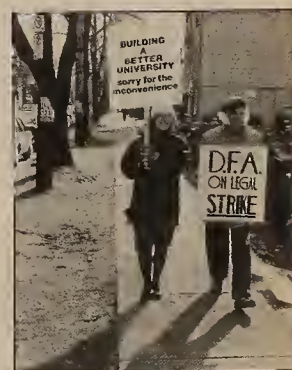
Dalhousie on strike



The Dalhousie Faculty Association struck for two and a half weeks in November in order to achieve a settlement that the Executive would recommend to the members.

After protracted negotiations which had included sessions with a provincial conciliator the two sides eventually came to a resolution when the Minister of Labour appointed a Commissioner to conduct an industrial inquiry. Among the major points of disagreement between the faculty association and the board were: the reluctance of the board to provide comparable pay for men and women in all sections of the bargaining unit - it was prepared to provide comparability for faculty but not for librarians, counsellors or instructors. The board was not prepared to offer a salary package that included a real increase in the scalar salary scheme. DFA had calculated that scale had not retained its value in the last decade and this represented a real loss in earnings, up to 16% for some members. At the beginning of the strike the board were not prepared to make any adjustment in the scale. The board was only offering 2.5% as a cost of living adjustment. The final issue of contention was the failure of the board to agree on a workload clause that would prevent the attrition in the number of faculty being reflected in greater work loads for those who remained.

The strike was in progress for two weeks before the appointment of an industrial inquiry. In that time, from a strike headquarters near campus, an enthusiastic organization made sure that the picket-lines were filled, that the media were talked to, that the membership received daily newsletters and that there was a sufficient supply of coffee and doughnuts to keep everything going. DFA's membership in the CAUT



Defence Fund meant that the Association drew on the benefits from that fund to help with strike pay and the payment of insured benefits.

The faculty association was supported by the Dalhousie Staff Association, some of whose members walked the lines with their faculty colleagues.

The Faculty Association also received telegrams and letters of support from faculty across the country. One of the truly interesting features of a strike situation is that the collective enter-

CAUT comments / Commentaires de l'ACPU

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L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attitudes politiques particulières. L'ACPU attend que ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes, l'incombe à l'établissement qui a l'intention de faire passer une annonce restrictive de fournir à la rédaction du Bulletin une déclaration énonçant ces raisons.

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The importance of foreign students

Canada is giving short shrift to foreign students and will have cause to regret it. The Canadian Bureau for International Education sounded an alarm last fall, and revisits the theme in a report scheduled for release this week.

Overseas students who visit Canada for an education do not come empty-handed; they bring novel ways of tackling problems or perceiving issues. The happy result is a cross-pollination of ideas in Canada's universities and insights into the way other countries work.

On the personal level, Canadian students make contacts that may prove invaluable once the guests have returned to their homelands. A country needs all the goodwill ambassadors it can get, for the sake of reduced tensions and for the economic dividends of trade and investment - no mean consideration for a country heavily dependent on international trade.

Yet, as the new CBIE report reiterates, Canada has fallen down on the job. While such countries as the United States, Britain and Australia go out of their way to market their universities abroad, Canada is stuck at the starting gate.

To its credit, Ottawa has adopted a few policies to make life easier for foreign students - to let them hold part-time jobs on campus, to let their spouses work full-time, to let the students work in Canada in their field of study for a year after graduating. And the Canadian International Development Agency announced earlier this year that it would double its scholarship assistance program for foreign students over the next five years.

But the study notes that Canada has no central information agency, that its embassies are ill-equipped and that the federal government is reluctant to coordinate the actions of the provinces, which have constitutional responsibility for education. There is a wild variation among provinces in the differential fees charged to foreign students - the premium they must pay over the relatively low tuition fees paid by local students. High differentials are a significant disincentive for students whose parents or sponsors are not

wealthy. "While we may not be able to do anything about the cost of a Canadian winter," says CBIE executive director James Fox, "we can develop policies which could maintain Canadian cost comparability with other countries."

(If we are to argue on economic terms, it is worth noting that the average foreign student contributes an estimated \$10,000 a year to the Canadian economy. And his or her presence creates thousands of jobs that wouldn't have existed otherwise.)

According to the CBIE report, international student enrolment in full-time undergraduate programs across Canada has fallen by 40 per cent in the past five years. (The lot of foreign graduate students is less dire.) The numbers are falling here even as they increase in the United States, Britain, France, West Germany, Australia, New Zealand and Japan.

Some have argued that foreign students take university places that should more rightly go to Canadians, since Canadian taxes foot most of the bill. But that argument ignores the many Canadians who study overseas, foreign students themselves in somebody else's homeland. Reciprocity is important. What's more, foreign students significantly enrich a given program, reserving all places for Canadians would diminish the quality of everyone's education.

A million students are studying outside their home countries this year. They are learning more about the world through direct contact - and their hosts are doing the same. Canada should do all it can to increase its complement of foreign students.

Reproduced courtesy of the Globe & Mail, Toronto.

L'importance des étudiants étrangers

Le Canada donne peu de chances aux étudiants étrangers et aura à le regretter. L'automne dernier, le Bureau canadien de l'éducation internationale (BCIE) a sonné l'alarme et reprend sa thèse dans un rapport qui devrait paraître au cours de cette semaine.

Les étudiants d'outre-mer qui viennent au Canada dans le but de poursuivre leurs études n'arrivent pas les mains vides: ils apportent des nouvelles manières d'aborder et de percevoir des problèmes. L'heureux résultat dans les universités canadiennes est un échange d'idées et de connaissances sur d'autres pays.

Sur le plan personnel, les étudiants canadiens établissent des contacts qui peuvent se révéler inestimables, une fois les étudiants visiteurs retournés dans leurs pays d'origine. Un pays a besoin de tous les ambassadeurs de bonne volonté qu'il peut obtenir au nom de la réduction des tensions et de dividendes économiques provenant du commerce et des investissements - considération non négligeable dans le cas d'un pays qui dépend largement du commerce international.

Mais le Canada a manqué à la tâche, comme le redit le rapport du BCIE. Tandis que des pays comme les États-Unis, la Grande-Bretagne et l'Australie font des efforts pour annoncer outre-mer leurs universités, le Canada est pris à la ligne de départ.

Il faut dire au crédit du gouvernement fédéral qu'il a adopté quelques lois qui ont rendu la vie plus facile aux étudiants étrangers en leur permettant d'avoir des emplois à temps partiel sur le campus, en permettant à leurs conjoints de travailler à temps plein et en les laissant travailler au Canada dans leur domaine une année après avoir obtenu leur diplôme. En outre, l'Agence canadienne de développement international a annoncé plus tôt cette année qu'elle doublerait son programme d'aide financière aux étudiants étrangers au cours des cinq prochaines années.

L'étude fait remarquer que le Canada ne possède pas d'organisme central de renseignements, que ses ambassades sont mal équipées et que le gouvernement fédéral est réticent à coordonner les efforts des provinces qui, d'après la constitution, ont la juridiction de l'éducation. Il existe une grande différence entre les provinces quant aux frais différentiels imposés aux étudiants étrangers, soit le surplus qu'ils doivent verser par rapport aux frais de scolarité relativement bas payés par les étudiants locaux. Des frais différentiels sont des mesures dissuasives importantes aux yeux des étudiants dont les parents ou parrains ne sont pas riches. "Bien que nous ne puissions rien au coût relié à l'hiver canadien," a déclaré le directeur exécutif du BCIE, Monsieur James Fox, "nous pouvons cependant élaborer des politiques qui pourraient maintenir le coût d'étudier au Canada comparable à celui dans d'autres pays."

(Si nous devons citer des chiffres, il faudrait remarquer que l'on estime qu'un étudiant étranger moyen injecte environ 10 000 \$ par an dans l'économie canadienne. En outre, sa présence crée des milliers d'emplois qui n'existeraient pas autrement.)

D'après le rapport du BCIE, le nombre d'étudiants à temps plein inscrits à des programmes d'études de premier cycle à travers le Canada a chuté de 40 pourcent au cours des cinq dernières années. (Les statistiques concernant les étudiants étrangers inscrits à des programmes de deuxième cycle sont moins terrifiantes.) Les chiffres indiquent une baisse, en dépit de hausses aux États-Unis, en Grande-Bretagne, en France, en Allemagne de l'Ouest, en Australie, en Nouvelle-Zélande et au Japon.

Certains soutiennent que les étudiants étrangers prennent des places à l'université qui devraient revenir aux Canadiens, puisque ce sont les impôts des Canadiens qui payent la note en grande partie. Mais cet argument ne tient pas compte des Canadiens qui étudient outre-mer, étudiants étrangers eux-mêmes dans le pays de quelqu'un d'autre. La réciprocité est importante. Plus encore, les étudiants étrangers enrichissent un programme de manière significative. Réserver toutes les places aux Canadiens diminuerait la qualité de l'éducation de tous.

Cette année, un million d'étudiants ont poursuivi leurs études à l'extérieur de leur pays d'origine. Ils apprennent plus au sujet du monde par contact direct - et leurs hôtes font de même. Le Canada devrait faire tout ce qu'il peut dans le but d'augmenter le nombre de ses étudiants étrangers.

(CAUT Translation)



CENSURED ADMINISTRATIONS

Censure means that CAUT has concluded that a university administration has breached one or several of the fundamental principles of academic freedom and governance which CAUT believes to be indispensable to the proper functioning of a university. It also means that the university administration has resisted all reasonable suggestions from CAUT for a resolution of the dispute. Censure is a notice to all members of CAUT that they should inform themselves, in their dealings with a censored administration, of the issues involved in the censure. In particular, CAUT members are asked not to accept appointments at a censored university, not to accept invitations to speak or attend academic conferences at a censored university, and not to accept any distinction or honour that might be offered by the censored administration. Faculty members employed at a university whose administration is under censure are asked to support and assist efforts to convince the administration of the necessity for a settlement of the dispute. Advertisements for positions vacant in universities under censure are not carried in the CAUT Bulletin.

CAUT recognizes, of course, that censure imposes a burden on members of the academic staff and students at censored universities. It is the view of the association, however, that censure, and the sanctions associated with it, is necessary both to publicize the unsatisfactory conditions which exist in the censored university and to persuade the censored administration that it should adhere to standards now widely accepted in the Canadian academic community.

The following administrations are under CAUT censure:

President and Board of Regents, Memorial University of Newfoundland (1979)

Censure was imposed when the appointment of a member of the School of Social Work that her political views were unacceptable to the University administration and when the administration and Board of Regents were unwilling to agree to a fair procedure to determine whether the faculty member had been fairly treated.

Full information on the above censures is available on request.

President's message/Le mot du président

The federal election campaign was an opportunity for the association to use its lobbying apparatus to the fullest. Now the campaign is over, therefore, it is appropriate to reflect on what components of our approach were most useful and on what new ideas might be considered for the future.

This reflection should not be rapid or casual. It will be a major exercise for all involved over the next little while. In February, I will present to Council an in-depth report on what we did. I will also suggest to Council issues that might be particularly apposite for our lobbying agenda with the new Tory government. However, even at this early stage, I would like to share some thoughts with you on our approach to the political process during this campaign. One indisputable point of success is the way we utilised our capacity for what I refer to as distributed lobbying. During the campaign we saw, time and time again, the advantage of a cooperative approach, using national, provincial and local spokespersons. The national issues with which we deal in a federal election are the more effectively stated when supported with local evidence with which the candidates should be familiar. Thus, the issue of underfunding was brought home in the two ridings in Kitchener-Waterloo by reference to the library at the University of Waterloo. The native student issue was put into sharp relief in Thunder Bay by reminding candidates of the 800 native students at

Lakehead University and Confederation College. Local participants frequently spoke eloquently about projects in their own university in danger of curtailment due to the underfunding of the Research Councils. And there are many other instances.

In this election, where one question predominated, it was particularly important to sensitize local candidates to our issues. It was revealing to discover that things we know well enough to take for granted—the effects of decreasing staff/student ratios on programme quality, the dangers accruing from undertaking applied research to the exclusion of fundamental research, and so on—were all too often misunderstood or simply unknown by the candidates. The other, positive side of that coin was the success we enjoyed in persuading many (but, alas, by no means all) candidates that these matters are important and are their responsibility.

The power of the media and the importance of maintaining media contacts was continually brought home to us. We made extensive use of all forms of media. And again, the illustration of national phenomena by local example proved effective. One particularly useful technique was to suggest that reporters contact candidates directly to solicit their views on specific items—particularly candidates to whom we had spoken recently.

It was also clear that, even in this one-issue election, we did get our message

through. As time passed, so more candidates, warned perhaps that we were coming, had taken the trouble to contact their national offices to obtain advice on the matters we wished to discuss. And this did not lead to the party line being simply quoted back to us ad nauseam. Again we used the combination of local and national interests to probe into the candidates' own views and to sensitize the candidates. Many candidates became only too willing to proffer their own views—knowing that they were on the record, since a number of associations provided summaries of the meetings in their newsletters.

The conclusion to draw from all this is that faculty associations at all three levels are expected to be a voice of import on issues in post-secondary education, and rightly so. If we are not seen as speaking up on crucial matters affecting the universities then it will be claimed that we do not care and that consequently our needs are not important. In this campaign Canadian faculty gave no reason whatsoever for the claim that they were disinterested.

Our work in the campaign also provoked a number of important questions. One obvious set of issues concerns the objectives we should set in addressing the new government. Let me put that aside for the present and offer a few, perhaps provocative, thoughts on our involvement in the process itself, which may serve to initiate a longer term debate.

Clearly CAUT cannot support one po-

litical party (as some lobby groups do). But might we consider endorsing individual candidates in certain ridings? Again, what alliances should we be forming to render our voice more effective on certain issues? Since alliances work in two directions, would we wish to take positions on issues outside our direct concern as faculty members? How would we determine these issues and our stance on them? Better, perhaps, how can we be more pro-active in creating and promulgating our own agenda in such a political process? And how can we persuade more of our colleagues that elections and lobbying do concern them, and that they can easily become involved?

These questions are not raised to set an agenda, but might be among those that CAUT will wish to consider when we reflect on the campaign. For the present let me thank all those at all levels in CAUT who became involved. I am left with the memory of a period of outstanding and effective cooperation.



by/par Peter King

La campagne électorale fédérale a fourni à l'association une occasion d'utiliser au maximum son appareil de lobbying. Maintenant que la campagne est terminée, il est donc approprié de se pencher sur les volets de notre tactique qui ont connu le plus de succès de même que sur les idées nouvelles que nous devrions prendre en considération pour l'avenir.

Cette réflexion ne devrait être ni rapide ni superficielle. Elle sera un exercice important pour ceux qui sont impliqués. En février, je présenterai au Conseil un rapport détaillé sur ce que nous avons fait. Je soumettrai également au Conseil des questions qui pourraient être particulièrement pertinentes au lobbying auprès du nouveau gouvernement au pouvoir. Cependant, je désirerais dès maintenant partager avec vous certaines idées sur notre manière d'aborder le processus politique durant la dernière campagne électorale. Un de nos succès est la façon dont nous avons utilisé ce que j'appelle le lobbying partagé. Nous avons vu à plusieurs reprises, au cours de la campagne, les avantages de la collaboration avec des porte-paroles aux niveaux national, provincial et local. Les questions d'intérêt national que nous abordons au cours d'une élection fédérale sont mises en relief plus efficacement lorsqu'elles sont appuyées par des exemples locaux que les candidats devraient connaître. Ainsi, le problème du sous-financement a été repris dans les deux circonscriptions de Kitchener et de Waterloo en référence à la bibliothèque de l'Université de Waterloo. Le problème des étudiants autochtones a été mis en relief à Thunder Bay en rappelant aux candidats qu'il y avait 800 étudiants autochtones à l'Université Lakehead et au Confederation College. Les participants

locaux ont souvent parlé avec passion de projets de leur université menacés de coupure à cause de sous-financement des conseils de recherche. Et il y a plusieurs autres exemples.

Lors de la présente élection au cours de laquelle une question a dominé, il était particulièrement important de sensibiliser les candidats locaux à nos problèmes. Il était révélateur de se rendre compte que les choses tellement courantes que nous prenons pour acquises — l'impact des quotas personnel/étudiants sur la qualité des programmes, les dangers provenant de la recherche appliquée à l'exclusion de la recherche fondamentale, et ainsi de suite — ont été trop souvent mal comprises par les candidats ou ils ne les connaissaient simplement pas. L'envers de la médaille, plus positif, était le succès que nous avons obtenu à persuader plusieurs (mais, malheureusement, pas tous) que ces sujets sont importants et de leur ressort.

Nous avons constamment profité de l'influence des médias de même que l'importance de conserver des bonnes relations avec les médias. Nous avons beaucoup utilisé tous les genres de médias. Et, encore une fois, l'illustration des phénomènes nationaux au moyen d'exemples locaux a été couronnée de succès. Une technique particulièrement utile a été de suggérer aux journalistes de communiquer directement avec les candidats afin de demander leurs positions sur des questions précises — particulièrement les candidats à qui nous avions récemment parlé.

Il était également clair que nous avons fait passer notre message, même lors de la présente élection au cours de laquelle on a discuté que d'un seul sujet. A mesure que la

campagne progressait, tellement plus de candidats ont pris la peine de communiquer avec leur bureau national dans le but d'obtenir des suggestions au sujet de points que nous désirions aborder, peut-être avertis de notre arrivée. Et ceci n'a pas eu pour résultat que les positions du parti nous soient simplement répétées jusqu'à l'épuisement. Nous avons encore utilisé la combinaison des intérêts locaux et nationaux pour connaître les opinions des candidats et les sensibiliser. Plusieurs candidats se sont montrés très désireux d'exposer leurs points de vue sachant qu'ils seraient cités, puisque plusieurs associations ont fait paraître des résumés de leurs rencontres dans leurs publications.

La conclusion qu'il faut tirer de cette expérience est que l'on s'attend à ce que les associations de professeur soient des porte-paroles importants sur les problèmes reliés à l'éducation postsecondaire auprès des trois niveaux, et avec raison. Si l'on ne nous perçoit pas comme défendant des dossiers d'importance cruciale pour les universités, on dira alors que nous nous en fichons et que nos besoins ne sont donc pas importants. Au cours de la présente campagne, les professeurs canadiens n'ont donné aucune raison de dire qu'ils n'étaient pas intéressés.

Notre travail au cours de la campagne a également soulevé un nombre de questions importantes. Des sujets évidents touchent les objectifs que nous devrions établir pour traiter avec le nouveau gouvernement. Mais changeons de sujet pour le moment. Voici quelques réflexions, peut-être stimulantes, sur notre implication dans le processus qui peuvent servir à animer un débat à plus long terme.

L'ACPU ne peut évidemment pas ap-

puyer un parti politique (comme le font certains groupes de pression). Par contre, pouvons-nous envisager d'appuyer certains candidats dans certaines circonscriptions? Quelles alliances pouvons-nous nouer afin que nos voix soient mieux entendues sur certains sujets? Puisque les alliances fonctionnent dans les deux sens, allons-nous désirer prendre des positions sur des problèmes qui ne nous concernent pas directement en tant que professeurs? De quelle manière déterminerions-nous ces sujets de même que notre position? Mieux encore, peut-être, de quelle manière pourrions-nous être plus pro-actifs en établissant et en promulguant nos priorités à l'intérieur d'un tel processus politique? Et de quelle manière pouvons-nous persuader plus de collègues que les élections et le lobbying les concernent et qu'ils peuvent s'impliquer facilement.

Ces questions ne sont pas soulevées dans le but d'établir l'ordre du jour mais elles pourraient faire partie de celles que l'ACPU désire prendre en considération en se penchant sur la campagne. Pour le moment, je désire remercier tous ceux à tous les niveaux de l'ACPU qui se sont impliqués. Il me reste des souvenirs d'une période de collaboration extraordinaire et efficace.

The University Caucus in the House

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L2S 3A1

CARLETON UNIVERSITY

1231 Colonel By Drive
Ottawa
K1S 5B6

COLLEGE UNIVERSITAIRE DE HEARST

9c Rue
Hearst
P0L 1N0

KING'S COLLEGE

266 Epworth Avenue
London
N6A 2M3

LAKEHEAD UNIVERSITY

855 Oliver Road
Thunder Bay
P7B 5E1

LAURENTIAN UNIVERSITY

935 Ramsay Lake Road
Sudbury
P3E 2C6

PROVINCE: ONTARIO

NAME/NOM

McMASTER UNIVERSITY

1280 Main Street West
Hamilton
L8S 4L8

NIPISSING COLLEGE

P.O. Box 5000
North Bay
P1B 8L7

ONTARIO INSTITUTE FOR STUDIES IN EDUCATION

252 Bloor Street West
Toronto
M5S 1V6

QUEEN'S UNIVERSITY

99 University Avenue
Kingston
K7L 3N6

ROYAL MILITARY COLLEGE

Mackenzie Avenue
Kingston
K7K 5L0

SIR WILFRID LAURIER UNIVERSITY

75 University Avenue West
Waterloo
N2L 3C5

TRENT UNIVERSITY

P.O. Box 4800
Peterborough
K9J 7B6

PROVINCE: ONTARIO

NAME/NOM

UNIVERSITY OF GUELPH

68 University Avenue
Guelph
N1G 2W1

UNIVERSITY OF OTTAWA

75 Laurier Avenue East
Ottawa
K1N 6N5

UNIVERSITY OF TORONTO - SCARBOROUGH CAMPUS

1265 Military Trail
Scarborough
M1C 1A4

ELECTORAL OISTRCT
CIRCONSCRIPTION ELECTORALE
MEMBER OF PARLIAMENT
OEUPEU

SAULT STE. MARIE

Sieve Butland - NDP

WELLAND—ST.

CATHARINES—THOROLO
Gilbert Parent - Liberal

OTTAWA CENTRE

Marc Harb - Liberal

COCHRANE—SUPERIOR

Reginald Belair - Liberal

LONON EAST

Joe Fontana - Liberal

THUNOER BAY—NIPIGON

Joe Comuzzi - Liberal

NICKEL BELT

John Rodriguez - NDP

ELECTORAL OISTRCT
CIRCONSCRIPTION ELECTORALE

HAMILTON WEST

Stan Keyes - Liberal

NIPISSING

Bob Wood - Liberal

TRINITY—SPOAINA

Dan Heap - NOP

KINGSTON AND THE ISLANDS

Peter Milliken - Liberal

KINGSTON AND THE ISLANDS

Peter Milliken - Liberal

WATERLOO

Walter McLean - P.C.

PETERBOROUGH

Bill Oomm - P.C.

ELECTORAL OISTRCT
CIRCONSCRIPTION ELECTORALE

GUELPH—WELLINGTON

Bill Winegard - P.C.

OTTAWA—VANIER

Jean-Robert Gauthier - Lib.

SCARBOROUGH—ROUGE RIVER

Derek Lee - Liberal

UNIVERSITY OF TORONTO

- ERINOALE CAMPUS
3359 Mississauga Road N.
Mississauga
L5L 1C6

UNIVERSITY OF TORONTO

27 Kings College Circle
Toronto
M5S 1A1

UNIVERSITY OF WATERLOO

200 University Ave. W.
Waterloo
N2L 3G1

UNIVERSITY OF WESTERN ONTARIO

1151 Richmond Street
London
N6A 3K7

PROVINCE: ONTARIO

NAME/NOM

UNIVERSITY OF WINOSOR

400 Sunset Avenue
Windsor
N9B 3P4

YORK UNIVERSITY

2275 Bayview Avenue
Toronto
M4N 3M6

PROVINCE: QUEBEC/QUEBEC

NAME/NOM

BISHOP'S UNIVERSITY

C.P. 5000
Lennoxville
J1M 1Z7

COLLEGE MILITAIRE ROYAL

OE SAINT-JEAN
B.P. militaire 204
Richelieu
J0J 1R0

CONCORQIA UNIVERSITY

- LOYOLA CAMPUS
7141, rue Sherbrooke ouest
Montréal
H4B 1R6

ECOLE POLYTECHNIQUE

2900, boul. Edouard-Montpetit
Montréal
H3T 1J4

ECOLE OE TECHNOLOGIE SUPERIEURE

4750, rue Henri-Julien
Montréal
H2T 2C8

INSTITUT ARMAND-FRAPIER

531, boul. des Prairies
Laval
H7V 1B7

UNIVERSITE LAVAL

C.P. 2208, Terminus
Cité Universitaire
Québec
G1K 7P4

PROVINCE: QUEBEC/QUEBEC

NAME/NOM

UNIVERSITE MCGILL

845, rue Sherbrooke ouest
Montréal
H3A 2T5

UNIVERSITE OE MONTREAL

3060, boul. Edouard Montpetit
Montréal
H3T 1J7

UNIVERSITE OE SHERBROOKE

2500, boul. Universit 
Sherbrooke
J1K 2R1

UNIVERSITE OU QUEBEC A TROIS-RIVIERES

3351, boul. des Forges
Trois-Rivi res
G9A 5H7

MISSISSAUGA WEST

Bob Horner - P.C.

TRINITY—SPOAINA

Dan Heap - NOP

WATERLOO

Walter McLean - P.C.

LONON WEST

Tom Hockin - P.C.

ELECTORAL OISTRCT
CIRCONSCRIPTION ELECTORALE

WINDSOR WEST

Herb Gray - Liberal

DON VALLEY WEST

John Bosley - P.C.

ELECTORAL OISTRCT
CIRCONSCRIPTION ELECTORALE

SHERBROOKE

Jean Charest - P.C.

SAINT-JEAN

Cl ment Couture - P.C.

NOTRE-OAME-OE-GRACE

Warren Allmand - Liberal

OUTREMONT

J.-Pierre Hogue - P.C.

OUTREMONT

J.-Pierre Hogue - P.C.

LAVAL-DES-RAPIDES

Jacques Tetreault - P.C.

LOUIS-HEBERT

Suzanne Ouplessis - P.C.

ELECTORAL OISTRCT
CIRCONSCRIPTION ELECTORALE

SAINT-HENRI—WESTMOUNT

Oavid Berger - Liberal

OUTREMONT

J.-Pierre Hogue - P.C.

SHERBROOKE

Jean Charest - P.C.

TROIS-RIVIERES

Pierre H. Vincent - P.C.

PROVINCE: NOVA SCOTIA/NOUVELLE-ÉCOSSE

NAME/NOM	ELECTORAL OISTRCT CIRCONSCRIPTION ELECTORALE
ACADIA UNIVERSITY General Delivery Wolfville B0P 1X0	ANNAPOLIS VALLEY—HANTS Pat Nowlan - P.C.
OALHOUSE UNIVERSITY 6299 South Street Halifax B3H 3J5	HALIFAX Mary Clancy - Liberal
MOUNT ST. VINCENT UNIVERSITY 166 Bedford Highway Halifax B3M 2J6	HALIFAX WEST Howard Crosby - P.C.
NOVA SCOTIA COLLEGE OF ARTS & DESIGN 5163 Duke Street Halifax B3J 3J6	HALIFAX Mary Clancy - Liberal
ST. FRANCIS XAVIER UNIVERSITY Antigonish B2G 1C0	CAPE BRETON HIGHLANDS—CANSO Francis LeBlanc - Liberal
ST. MARY'S UNIVERSITY 923 Robbie Street Halifax B3H 3C3	HALIFAX Mary Clancy - Liberal
TECHNICAL UNIVERSITY OF NOVA SCOTIA P.O. Box 1000, Station M Halifax B3J 2X4	HALIFAX Mary Clancy - Liberal

PROVINCE: NOVA SCOTIA/NOUVELLE-ÉCOSSE

NAME/NOM	ELECTORAL OISTRCT CIRCONSCRIPTION ELECTORALE
UNIVERSITE SAINT-ANNE Pointe-de l'Eglise B0W 1M0	SOUTH WEST NOVA Coline Campbell - Liberal
UNIVERSITY COLLEGE OF CAPE BRETON P.O. Box 5300 Sydney B1P 6L2	CAPE BRETON—THE SYDNEYS Russell Maclellan - Liberal

PROVINCE: NEW BRUNSWICK/NOUVEAU-BRUNSWICK

NAME/NOM	ELECTORAL DISTRICT CIRCONSCRIPTION ELECTORALE
CENTRE UNIVERSITAIRE SAINT-LOUIS-MAILLET Edmundston E3V 2S8	MAOAWASKA-VICTORIA Bernard Valcourt - P.C.
CENTRE UNIVERSITAIRE OE SHIPPAGAN Shippagan E0B 2F0	GLOUCESTER Douglas Young - Liberal
MOUNT ALLISON UNIVERSITY SACKVILLE E0A 3C0	BEAUSEJOUR Fernand Robichaud - Liberal
ST. THOMAS UNIVERSITY P.O. Box 4569 Fredericton E3B 5G3	FREOERICTON J.W. Bud Bird - P.C.
UNIVERSITE DE MONCTON 165 Massey Avenue Moncton E1A 3E9	MONCTON George Ridout - Liberal
UNIVERSITY OF NEW BRUNSWICK P.O. Box 4400 Fredericton E3B 5A3	FREOERICTON J.W. Bud Bird - P.C.

PROVINCE: MANITOBA

NAME/NOM	ELECTORAL OISTRCT CIRCONSCRIPTION ELECTORALE
BRANNOON UNIVERSITY 270 - 18th Street Brandon R7A 6A9	BRANNOON—SOURIS Lee Clark - P.C.
COLLEGE UNIVERSITAIRE OE ST-BONIFACE 200, avenue Cathédrale Winnipeg R2H 0H7	ST. BONIFACE Ronald J. Ouhamel - Liberal
ST. JOHN'S COLLEGE 400 Oysart Road Winnipeg R3T 2M5	WINNIPEG SOUTH Dorothy Dobbie - P.C.

UNIVERSITY OF MANITOBA
350 Chancellor Matheson Road
Winnipeg
R3T 2N2

UNIVERSITY OF WINNIPEG
515 Portage Avenue
Winnipeg
R3B 2E9

PROVINCE: BRITISH COLUMBIA/COLOMBIE-BRITANNIQUE

NAME/NOM	ELECTORAL OISTRCT CIRCONSCRIPTION ELECTORALE
ROYAL ROADS MILITARY COLLEGE Fleet Mail Office Victoria V0S 1B0	ESQUIMALT—JUAN OE FUCA David Barrett - NDP
SIMON FRASER UNIVERSITY 828 Burnet Highway Burnaby V5A 1S6	BURNABY—KINGSWAY Svend J. Robinson - NDP
UNIVERSITY OF BRITISH COLUMBIA 2075 Westbrook Mall Vancouver V6T 1W5	VANCOUVER QUADRA John Turner - Liberal
UNIVERSITY OF VICTORIA P.O. Box 1700, Station E Victoria V8W 2Y2	VICTORIA John Brewin - NDP

PROVINCE: PRINCE EDWARD ISLAND/LE-DU-PRINCE-ÉDOUARD

NAME/NOM	ELECTORAL OISTRCT CIRCONSCRIPTION ELECTORALE
UNIVERSITY OF PRINCE EDWARD ISLAND	HILLSBOROUGH George Proud - Liberal

PROVINCE: SASKATCHEWAN

NAME/NOM	ELECTORAL OISTRCT CIRCONSCRIPTION ELECTORALE
ST. THOMAS MORE COLLEGE 1437 College Drive Saskatoon S7N 0W6	SASKATOON-HUMBOLDT Stan Howdebo - NDP
UNIVERSITY OF REGINA 100-3737 Wascana Parkway Regina S4S 0A2	REGINA—WASCANA Larry Schneider - P.C.
UNIVERSITY OF SASKATCHEWAN University Sub Saskatoon S7N 0W0	SASKATOON-HUMBOLDT Stan Howdebo - NDP

PROVINCE: ALBERTA

NAME/NOM	ELECTORAL OISTRCT CIRCONSCRIPTION ELECTORALE
ATHABASCA UNIVERSITY Box 10,000 Athabasca T0G 2R0	ATHABASCA Jack Shields - P.C.
UNIVERSITY OF ALBERTA 89th Avenue & 114th Street Edmonton T6G 2E0	EDMONTON-STRATHCONA Scott Thorkelson - P.C.
UNIVERSITY OF CALGARY 2500 University Drive N.W. Calgary T2N 1N4	CALGARY WEST Jim Hawkes - P.C.
UNIVERSITY OF LETHBRIDGE 4401 University Drive Lethbridge T1K 3M4	LETHBRIDGE Blaine Thacker - P.C.

PROVINCE: NEWFOUNDLAND/TERRE-NEUVE

NAME/NOM	ELECTORAL DISTRICT CIRCONSCRIPTION ELECTORALE
MEMORIAL UNIVERSITY OF NEWFOUNDLAND Elizabeth Avenue P.O. Box 4200, Station C St. John's A1C 5S7	ST. JOHN'S EAST Ross Reid - P.C.

Election Note

Among those returned to the House of Commons on election night were two who have had close connections with CAUT.

In Saskatoon - Clark's Crossing, Justice Minister Hnatyshyn's former riding, Chris Axworthy defeated the minister. Chris, a law professor at the University of Saskatoon, was a CAUT Board member from 1982 - 1984.

In Ottawa South John Manley won the seat for the Liberals. Mr. Manley is the CAUT lawyer in Ottawa.

Parmi ceux qui ont été élus à la Chambre des Communes le soir des élections, il y a deux députés qui ont entretenu des relations étroites avec l'ACPU.

Dans Saskatoon-Clark's Crossing, ancienne circonscription du ministre de la justice, Ray Hnatyshyn, Chris Axworthy a défait le ministre. Chris, professeur de droit à l'Université de la Saskatchewan a été membre du Conseil de l'ACPU de 1982 à 1984.

Dans Ottawa Sud, John Manley a gagné le siège comme député libéral. M. Manley est l'avocat de l'ACPU à Ottawa.

Clearing the rocky path: Report on the CAUT status of women workshop

by Lorelei Cederstrom
Brandon University

Representatives from all regions of Canada attended the workshop, "The Rocky Path: Women and Academic Careers", organized by the CAUT Status of Women Committee in Vancouver, B.C., October 20-22. The difficulties encountered by women at each stage of an academic career, from entrance to tenure and promotion, were considered, as were the larger issues regarding the general status of women in the academy.

The opening address by Linda Briskin of York University was entitled: "A Feminist Politic for the University: Beyond Individual Victimism and Toward a Transformed Academy." Briskin held forth the vision of an academy transformed by the presence and participation of women and analyzed the factors which are holding back the realization of this vision. She cited several issues which tend to keep women outside the academy or prevent their full participation once inside. The first Briskin called "the issue of exceptionality." Women, she noted, enter the university as an exception, a status which isolates them, at the same time encouraging a belief in their own uniqueness. Once inside, they are "singled out as women, yet ignored as scholars." Women remain isolated because they "buy into" the dominant social theory that an individual woman has succeeded because of her own work. This prevents the kind of collective thinking that is required for the transformation of the academy for women who might wish to enter in the

future, or who might wish to move into areas of power once inside.

Beyond the issue of exceptionality, Briskin analyzed some of the other ideologies which continue to isolate women. In particular, she cited the unwritten rules which disguise the power politics of the academy. "The tyranny of collegiality, the invisibility of the employer, and the informality of the rules" together keep women from identifying and understanding the power structures that influence the decisions that are made in the university. Vague rules and the superficial pleasantries of collegiality hide the very real power to make change that lies within the professoriate. The answer to the deceptive informality surrounding the powerful decisions that are made is collective action by women. She notes that such action may assist in uncovering the procedural structures which women can utilize. Briskin added that "only with the power to transform our institutions" do women participate fully.

The first series of workshop sessions, offered concurrently, were structured around the normal stages of an academic career. "Getting In: The Hiring Process Examined" was chaired by Helen Rosenthal of the University of Toronto and featured Linda Erickson, recently hired in the Political Science Department at Simon Fraser University and Aleksandra Vinogradov, whose difficulties with appointment procedures at Calgary are well-known across Canada. Erickson spoke about the difficulties in providing a convincing résumé after many years working as a sessional. She suggested that the direct approach, pointing out the difficulties of doing research while on a sessional appointment as

well as all the unique teaching experiences the sessional's life affords, is the best approach. Due to the presence of the film crew from the CBC's Fifth Estate program, the session tended to be dominated by the still-current difficulties of Aleksandra Vinogradov. Her case will be discussed elsewhere in the Bulletin and need not be repeated here.

Lindsay Dorney of Waterloo chaired the session on "Staying In: The Question of Tenure" which featured Margaret Csapo of UBC. Csapo's experiences on the CAUT Committees on the Status of Women and Academic Freedom and Tenure provided a background of experience upon which she could draw. At the session on "Moving Up: An Analysis of Promotion Practices," Chair Jane Gordon of Mount Saint Vincent presented a draft statement on tenure and promotion for the group to analyze, revise and refine before it goes forward as CAUT policy.

The afternoon workshop sessions considered various women's issues in terms of CAUT policy and collective agreements. Chris Green of UBC chaired the session on "Assessing Equity Initiatives." The speaker was Helen Bresslaer who has been involved in dealing with Pay Equity legislation at OCUFA. She is concerned with adapting the Pay Equity legislation so that it can be applied to women professors as well as women in the other university unions. Bresslaer spoke as well, about the Federal Contractors program and how it might be used to improve hiring and promotion prospects for women.

Pat Finn of Carleton University spoke practically about "Understanding and Using Collec-

tive Agreements." This workshop, chaired by Lorelei Cederstrom of Brandon, focussed on the way in which most Collective Agreements are concerned primarily with protection of the rights of current members, which can act against women seeking entrance to the academy. Finn also spoke about the appropriateness of Collective Agreements, noting that what works at one institution may not necessarily work at another. Finally, she discussed the process of drafting and negotiating clauses for Collective Agreements, emphasizing that one must leave room between the ideal situation and what one will settle for to ensure that new clauses will serve some real purpose.

The crucial issue of the part-time worker in the university was the focus of the third workshop. Rebecca Coulter of Windsor was the Chair of the session on "Women, Part-time Work and the Challenge to the Faculty Associations." Speakers Maroussia Ahmed and Isik Zeytinoglu, both of McMaster, utilized a study recently completed at their institution as a specific example of the ways in which part-time work is under-valued. The discussion included recommendations to improve the situation of part-timers as well as the challenge to faculty associations to get involved with the issue. Many part-timers are exploring the possibility of forming their own locals or joining with other unions should the faculty associations continue to neglect the situation.

A unique feature of the workshop was the space left on the agenda for "Plan Your Own"

See REPORT/13

Un chemin semé d'embûches: la carrière des femmes universitaires - Rapport concernant l'atelier de l'ACPU sur le statut de la femme

par Lorelei Cederstrom
Université Brandon

Des déléguées de toutes les régions du Canada ont assisté à l'atelier "Un chemin semé d'embûches: la carrière des femmes universitaires" que le Comité sur le statut de la femme de l'ACPU a organisé et qui a eu lieu du 20 au 22 octobre dernier à Vancouver, Colombie-Britannique. On y a discuté des difficultés que rencontrent les femmes à chaque étape de leur carrière universitaire, de l'embûche à la permanence et à l'avancement, de même que de problèmes plus généraux concernant le statut de la femme universitaire.

L'allocution d'ouverture de Madame Linda Briskin de l'Université York s'intitulait "Une politique féministe pour l'université: au-delà des représailles individuelles et vers la transformation du corps universitaire". Mme Briskin a évoqué la vision d'une université transformée par la présence et la participation de femmes puis a analysé les facteurs qui ralentissent sa réalisation. Elle a cité plusieurs problèmes qui ont tendance à éloigner les femmes des universités ou à empêcher leur pleine participation, une fois entrées. Le nom que Mme Briskin a donné au premier est le "phénomène du cas d'espèce". Les femmes, fait-elle remarquer, entrent à l'université comme si elles faisaient partie d'une espèce rare, ce qui les isole et les porte à croire qu'elles sont seules. Une fois à l'intérieur de l'université, elles sont "remarquées en tant que femmes mais négligées en tant

qu'universitaires". Les femmes demeurent isolées parce qu'elles croient la théorie généralement admise qu'une femme doit bûcher pour réussir. Ceci empêche le processus de pensée collective qui est nécessaire à la transformation de l'université pour les femmes qui désirent plonger dans l'avenir ou qui désirent se diriger dans des postes à responsabilité, une fois à l'intérieur.

Outre le phénomène du cas d'espèce, Mme Briskin a analysé certains des autres facteurs qui isolent les femmes. "L'influence de la confrérie, l'invisibilité de l'employeur de même que des règles tacites" se mettent ensemble pour empêcher les femmes d'identifier et de comprendre les structures de pouvoir qui ont une influence sur les décisions prises à l'université. Des règles floues ainsi que des jeux superficiels de la collegialité cachent le pouvoir réel nécessaire pour effectuer les changements au corps professoral. L'action collective des femmes est la réponse aux règles tacites décevantes qui entourent la prise de décisions de pouvoir. Elle a fait remarquer que de telles actions peuvent aider à faire découvrir les structures de procédures que les femmes peuvent utiliser. Mme Briskin a ajouté que les femmes participent pleinement "uniquement si elles ont le pouvoir de transformer nos institutions".

La première série de séances en atelier traitait des étapes normales d'une carrière universitaire. La présidente de l'atelier "L'entrée: l'examen de l'embauche" était Madame Helen Rosenthal de l'Université de Toronto et présentait Madame Linda Erickson,

récemment engagée par le Département de sciences politiques de l'Université Simon Fraser et Madame Aleksandra Vinogradov dont les difficultés d'embauche à l'Université de Calgary sont bien connues à travers le Canada. Mme Erickson a parlé de la difficulté de présenter un curriculum vitae convainquant après plusieurs années en tant que professeure trimestrielle. Elle a indiqué que l'approche directe est la meilleure tactique, mentionnant les difficultés de faire de la recherche durant un contrat d'un trimestre tout en soulignant les expériences exceptionnelles d'enseignement que la vie de professeure trimestrielle rapporte. Suite à la présence de l'équipe de tournage de l'émission "Fifth Estate" du réseau anglais de la télévision de Radio-Canada, les difficultés que Mme Aleksandra Vinogradov connaît encore ont eu tendance à dominer l'atelier. Nous les abordons dans un autre article du "Bulletin" et nous croyons ne pas devoir les reprendre ici.

Madame Lindsay Dorney de l'Université Waterloo a présidé la session portant sur "Rester: la permanence" dont la conférencière était Madame Margaret Csapo de l'Université de Colombie-Britannique. L'expérience que Mme Csapo a acquise au Comité sur le statut de la femme et au Comité de la liberté universitaire et de la permanence de l'emploi de l'ACPU a représenté un bagage d'expériences dans lequel elle pouvait puiser.

À l'atelier "L'avancement: une analyse du processus de promotion", la conférencière, Madame Jane Gordon de l'Université Mount St. Vincent, a présenté au groupe une déclaration

provisoire au sujet de la permanence de l'emploi et de la promotion pour qu'il l'analyse, la révise et l'améliore avant qu'elle ne soit adoptée en tant que politique de l'ACPU.

Les sessions en atelier de l'après-midi ont étudié plusieurs problèmes auxquels les femmes font face en conjonction avec les politiques de l'ACPU et les ententes collectives. Madame Chris Green de l'Université de Colombie-Britannique a présidé la session "Évaluer les initiatives d'égalité en emploi". La conférencière était Madame Helen Bresslaer qui a la responsabilité du dossier de la loi sur l'équité en matière d'emploi à l'OCUFA. Elle se préoccupe d'adapter la loi sur l'équité en matière d'emploi de manière à ce qu'elle puisse être appliquée aux professeurs aussi bien qu'aux femmes faisant partie des autres syndicats de l'université. En outre, Mme Bresslaer a parlé du Programme de contrats fédéraux et comment on peut s'en servir pour améliorer les perspectives d'embauche et d'avancement des femmes.

Madame Pat Finn de l'Université Carleton a parlé de l'aspect pratique du sujet lors de la séance "Les conventions collectives: les comprendre et savoir comment s'en servir". Cet atelier, dont la présidente était Madame Lorelei Cederstrom de l'Université Brandon, traitait surtout de la manière dont la plupart des conventions collectives se préoccupent principalement de la protection des droits des membres actuels, ce qui peut agir au détriment des femmes qui

Voir RAPPORT/13

Faculty status for librarians

EILEEN GOLTZ

A member of the CAUT Librarians Committee on sabbatical from the Laurentian University Library

Faculty status for librarians has been discussed in library literature since the 1950's. In 1959 the Association of College and Research Libraries (ACRL) endorsed the concept as a right, and, in 1971 drafted its Standards for Faculty Status.¹ The standards became the "golden ring" toward which academic librarians hoped, or were expected, to strive. Most publications concerning the concept are American in origin, and may, with a few important exceptions, be divided into two broad categories: survey-based and idiographic. Survey-based publications are generated from application of that ubiquitous social science instrument, the questionnaire, while idiographic, or "how we do it here" studies of individual institutions deal with concrete cases. The latter type of publication, despite its American bias, is more useful to those librarians contemplating a move towards faculty status than is the generalized survey-based study.

The literature illustrates some of the achievements, compromises, and misunderstandings that have resulted from the discussion of faculty status. One of the most prevalent misunderstandings concerns the confusion between faculty and academic status. Faculty status, is often mistakenly referred to as academic status, which is a different concept. The American Library Association (ALA), in its "The ALA Glossary of Library and Information Science" defines faculty status as an official recognition by an institution of higher education that librarians are part of the instructional and

research staff by the conferment of ranks and titles, identical to those of teaching faculty, and commensurate benefits, rights and responsibilities.²

Thus, in an institution where faculty status for librarians prevails, there will be one set of ranks and titles, and one salary structure. Librarians in that institution will have tenure, be eligible for sabbatical leaves and other leaves of absence, have access to research grants, and receive the same measure of vacation time as that allotted to teaching faculty. Librarians will have voting privileges on that institution's governing body (or bodies), and will be eligible for election to faculty committees. Few of these privileges and responsibilities are accorded those who have academic status, which may be described as a compromise between what existed previously in a library and the faculty status of the ACRL Standards.

The concept of academic status was defined by Virgil F. Massman, in 1972, as a "kind of reduced faculty status."³ In 1987 Emily Werrell and Laura Sullivan reiterated that definition by stating that academic status included neither identical titles and ranks, nor all of the rights and responsibilities of faculty.⁴ Thus, the librarian holding academic status is on a continuum with full faculty status at one end and the archaic, paternalistic library system at the other. Institutions of higher education, and some librarians, are reluctant to accept wholeheartedly the faculty status concept. Therefore, placement of librarians on the continuum may indicate either the wishes of the institution or of the librarians associated with it.

Massman pointed out that although librarians assist researchers in other fields they do not apply research methods to librarianship.⁵ This reluctance to engage in research has been largely responsible for the aloofness displayed

by librarians vis-à-vis faculty status. It has been primarily the research and publication components of faculty status which have intimidated librarians, some of whom consider themselves inadequately trained for these tasks. The same components are responsible for the lack of enthusiasm displayed by institutions when confronted by librarians demanding faculty status. They fear, and the fear is shared by some librarians, that the time required for research will result in a library service that is less than excellent.

In a 1986 publication, however, Dale S. Montanelli and Patricia F. Stenstrom stated that research benefits both the librarian and the institution. Besides broadening their horizons, research provides librarians with advancement opportunities, personal recognition, and improved relationships with teaching faculty. The beneficial aspects of such research for institutions include increased responsiveness to change, and openness to innovation among librarians, and the provision of a better library service.⁶

The expectation of an institution concerning librarian research is directly related to the research atmosphere of that institution. If research is promoted, the expectation will be higher than if it is not. As Montanelli and Stenstrom point out: "Requirements for research for librarians will vary depending on comparable levels of research in the institution the library serves."⁷ Thus, an understanding of the value placed on research within the environment of librarians contemplating faculty status is essential. Equally essential is an awareness that this component may be of sufficient importance to the institution that it will be attached to academic status. Research is often among the promotion criteria for librarians who hold academic status, and although it may be a lesser

requirement than for librarians with faculty status, it is nevertheless a requirement. At both McGill University, where librarians have academic status, and at Laurentian University, where librarians have faculty status, research is a criterion for promotion.

In 1977 the librarians at McGill accepted a rank structure comparable to that of teaching faculty—junior librarian, assistant librarian, associate librarian, and senior librarian. Salaries similar to those received by teaching faculty were not, unfortunately, attached to the ranking. There is no annual increment in place, nor is there an administrative stipend for department and branch heads. On the positive side, however, there is a merit system: sabbatical leaves are allowed; both promotion and tenure are possible, based on performance as professional librarians, contributions made to the profession, and research. Another positive aspect is the inclusion of librarians on the executive of the faculty association, a body which represents the McGill librarians.⁸

The librarians at Laurentian have had faculty status since 1976, and in 1981 the faculty association, of which librarians are an integral part, negotiated its first collective agreement. Two articles concerning faculty status at Laurentian—one published before,⁹ and one published after¹⁰ the Laurentian University Faculty Association was certified as the faculty bargaining agent—provide a reasonably full description of the situation there.

The rank structure for all faculty, including librarians, uses the titles instructor, lecturer, general librarian, assistant professor/librarian, associate professor/librarian, full professor/librarian; and all faculty are ranked on the same

See FACULTY STATUS/11

Statut d'enseignant pour les bibliothécaires

EILEEN GOLTZ

Membre du Comité des bibliothécaires de l'ACPU en congé sabbatique de la bibliothèque de l'Université Laurentienne

La question d'un statut d'enseignant pour les bibliothécaires apparaît dans des publications destinées aux bibliothécaires depuis les années 1950. En 1959, l'Association of College and Research Libraries (ACRL) a endossé le concept et a, en 1971, établi ses normes relatives au statut d'enseignant. Ces normes sont devenues les "règles d'or" que les bibliothécaires d'université espèrent atteindre ou, du moins, c'est ce à quoi on s'attendait. La plupart des publications traitant du concept sont d'origine américaine et peuvent, à quelques exceptions importantes près, être divisées en deux grandes catégories: par enquête et par image. Les publications par enquête proviennent de cet omniprésent instrument des sciences sociales, l'enquête, tandis que les études des institutions par image, ou "comment on le fait ici", traitent de cas concrets. Le dernier genre de publication est plus utile aux bibliothécaires qui songent à un statut d'enseignant que l'étude généralisée par enquête.

Les publications illustrent quelques réalisations, compromis et malentendus résultant des discussions sur le statut d'enseignant. L'un des principaux malentendus concerne la méprise entre le statut d'enseignant et d'universitaire. On donne souvent par erreur le nom de statut d'enseignant au statut d'universitaire, qui est un autre concept. Dans son "ALA Glossary of Library and Information Science", l'ALA définit le statut d'enseignant comme la reconnaissance officielle d'un établissement

d'enseignement supérieur que les bibliothécaires font partie du personnel enseignant et de recherche en leur conférant des rangs et des titres identiques à ceux des enseignants, de même que les avantages proportionnels, les droits et les responsabilités.

Il n'y aura donc qu'un ensemble de rangs et titres ainsi qu'une échelle salariale dans une institution où les bibliothécaires ont le statut d'enseignant. Dans ces établissements, les bibliothécaires auront la permanence d'emploi, auront droit à des congés sabbatiques et autres congés, auront accès à des subventions à la recherche et auront le même temps de vacances que les professeurs. Les bibliothécaires auront le droit de vote aux réunions du conseil (ou des conseils) des gouverneurs et pourront se présenter aux élections des comités de facultés. Peu de ces privilèges et responsabilités sont accordés à ceux ayant un statut d'universitaire, qui peut être décrit comme un compromis entre la situation qui prévautait et le statut d'enseignant décrit dans les normes de l'ACRL.

En 1972, Virgil F. Massman a défini le concept du statut d'universitaire comme "un statut d'enseignant diminué". En 1987, Emily Werrell et Laura Sullivan ont repris cette définition en déclarant que le statut d'universitaire comprend ni les titres et rangs identiques ni tous les droits et responsabilités des enseignants. En conséquence, le bibliothécaire détenant le statut d'universitaire a droit, d'un côté, à certains avantages du statut d'enseignant et perçoit, de l'autre, le système archaïque et paternaliste des bibliothèques. Les institutions d'éducation supérieure, de même que certains bibliothécaires, sont réticents à accepter de bon cœur le concept du statut d'enseignant. En conséquence, ce choix des bibliothécaires peut indiquer les désirs de l'institution aussi bien que ceux des bibliothécaires qui y travaillent.

M. Massman a fait remarquer que, bien que

les bibliothécaires aident les chercheurs appartenant à d'autres domaines, ils n'appliquent pas les méthodes de recherche à la bibliothéconomie. Cette réticence à faire de la recherche explique, en grande partie, le manque d'intérêt des bibliothécaires face au statut d'enseignant. C'est surtout les volets recherche et publication du statut d'enseignant qui ont intimidé les bibliothécaires, dont certains se jugent mal préparés pour ces fonctions. Ces mêmes volets sont responsables du manque d'enthousiasme de certaines institutions lorsque les bibliothécaires demandent le statut d'enseignant. Ils craignent, crainte que certains bibliothécaires partagent, que le temps consacré à la recherche aboutisse à un service de bibliothèque de qualité inférieure.

Dans une publication de 1986, Dale S. Montanelli et Patricia F. Stenstrom ont cependant déclaré que la recherche profite autant aux bibliothécaires qu'à l'institution. En plus d'élargir leurs horizons, la recherche fournit aux bibliothécaires l'occasion d'obtenir de l'avancement, de se faire reconnaître et d'améliorer leurs relations avec le corps enseignant. Une meilleure attitude face au changement, une ouverture à l'innovation entre bibliothécaires ainsi qu'un meilleur service de bibliothèque représentent des aspects positifs d'une telle recherche pour les institutions.

Les attentes en matière de recherche effectuée par des bibliothécaires est directement reliée à l'attitude de l'institution face à la recherche. Si on y encourage la recherche, on s'attendra à plus qu'elle ne l'est pas. Comme M. Montanelli et Mme Stenstrom le font remarquer: "Les exigences en matière de recherche des bibliothécaires varieront d'après les niveaux de recherche comparables dans l'institution que dessert la bibliothèque." En conséquence, il faut une compréhension de l'importance à mettre sur la recherche des bibliothécaires songeant au statut d'enseignant.

Il est également essentiel d'avoir conscience du fait que ce volet est suffisamment important pour l'institution qu'il sera relié au statut d'universitaire. La recherche est souvent parmi les critères de promotion des bibliothécaires qui ont un statut d'universitaire et, quoiqu'elle peut être un critère moins important dans le cas des bibliothécaires ayant un statut d'enseignant, elle est néanmoins une exigence. À l'Université McGill, où les bibliothécaires ont un statut d'universitaire, aussi bien qu'à l'Université Laurentienne, où les bibliothécaires ont un statut d'enseignant, la recherche est un critère de promotion.

En 1977, les bibliothécaires de l'Université McGill ont accepté une échelle de rangs semblable à celle des enseignants — bibliothécaire junior, bibliothécaire adjoint, bibliothécaire agrégé et bibliothécaire principal. Malheureusement, des salaires semblables à ceux des professeurs n'ont pas été rattachés à cette échelle de rangs. Il n'y a pas d'augmentations prévues ni d'allocation pour les chefs de départements ou d'écoles. Cependant, il existe un système au mérite, des congés sabbatiques sont permis et l'avancement de même que la permanence sont possibles, selon le rendement en tant que bibliothécaire professionnel de même que la contribution faite à la profession et à la recherche. Un autre aspect positif est l'ajout de bibliothécaires au conseil exécutif de l'association des professeurs, organisme qui représente les bibliothécaires de l'Université McGill.

Les bibliothécaires de l'Université Laurentienne ont le statut d'enseignant depuis 1976. L'Association des professeurs, dont les bibliothécaires sont membres à part entière, a négocié sa première convention collective en 1981. Deux articles au sujet du statut

VOIR STATUT D'ENSEIGNANT/11

Guide à l'intention des membres de l'ACPU effectuant des recherches ou enseignant à l'étranger

Des membres de l'ACPU qui enseignent ou effectuent des recherches à l'étranger à l'occasion se retrouvent, par inadvertance, dans des situations embarrassantes, compromettantes ou hasardeuses. Certaines personnes, jouissant d'une expérience considérable, éprouvent même des difficultés dans des pays où elles n'ont jamais travaillé ou dont les traditions universitaires diffèrent des nôtres.

L'ACPU a rédigé le présent document dans le but d'aider à limiter ces difficultés. Il vise uniquement à faciliter les travaux de recherche effectués à l'étranger, à réduire les perturbations possibles des visites professionnelles ou les séjours plus longs pour la recherche ou l'enseignement à l'étranger et à protéger les collègues ou les étudiants qui habitent outre-mer et en particulier, ceux qui vivent sous des régimes autoritaires.

Les suggestions énoncées ne s'appliquent pas toutes également à toutes les disciplines ou à tous les pays. Ainsi, les chercheurs en sciences sociales peuvent éprouver des difficultés plus souvent que les mathématiciens. En outre, dans certains pays, les chercheurs ont peu ou pas du tout de contact avec le gouvernement. Par contre, dans d'autres pays, pratiquement tous doivent demander une autorisation officielle à l'un ou l'autre des paliers gouvernementaux.

Le présent document tente de mettre l'accent sur les mesures pertinentes à prendre dans les pays à régime autoritaire* ou là où une autorisation du gouvernement est nécessaire pour la plupart des travaux de recherche. Néanmoins, pratiquement tous les pays disposent d'un processus quelconque d'autorisation. On recommande aux chercheurs de s'y familiariser et de le respecter le cas échéant.

En règle générale, on recommande aux membres de respecter les règlements régissant la recherche ou l'enseignement des pays hôtes. Le présent document ne suppose d'aucune façon que ces règlements sont nécessairement déraisonnables et qu'ils doivent simplement être tolérés. Les régimes autoritaires et les lois ou les procédures quasi légales qui enfreignent les libertés civiles sont déplorables. Toutefois, il existe de nombreuses restrictions qui sont éclairantes et qui visent précisément à empêcher la violation des droits civils ou autres. A titre d'exemple, mentionnons des lignes directrices pour des recherches sur des humains ou des participants, des interdictions d'exporter des artefacts archéologiques ou ayant une valeur culturelle, l'exigence de déposer aux archives du pays hôte des copies de la recherche et des politiques conçues pour encourager la collaboration entre les chercheurs du "Tiers-Monde" et autres.

A. AVANT DE QUITTER LE CANADA, IL PEUT ÊTRE UTILE DE SUIVRE CES DIRECTIVES LE CAS ÉCHÉANT.

En particulier dans les pays où le gouvernement ou autre instance est sceptique quant à un projet de recherche particulier ou quant à la recherche de n'importe quel étranger, il importe d'être honnête.

A.1

Les personnes ayant une expérience considérable à l'étranger suggèrent de préparer avec soin le projet de recherche pour qu'il réussisse. Cette préparation comprend, entre autres, la participation à des cours d'orientation offerts par des organismes d'aide ou autres, suivre des cours comme auditeurs libres qui traitent de la culture, de l'histoire ou de la langue du pays d'accueil, ou suivre un programme privé d'études basé sur du matériel suggéré par des collègues spécialisés dans le même domaine ou par des représentants de SUCO ou de l'EUMC à l'université. Même si la langue technique du pays hôte est soit le français ou l'anglais, les personnes qui

ne parlent pas l'une de ces deux langues pourraient trouver utile de suivre des cours de recyclage ou des cours de langue de base. Si on ne suit pas ces suggestions, on risque de vivre une expérience malheureuse ou de se retrouver avec un programme de recherche ou d'enseignement improductif outre-mer. Il ne faut pas sous-estimer l'importance de la connaissance de base d'une langue, en particulier si ni le français ni l'anglais n'est la langue parlée du pays d'accueil.

A.2

Si le projet de recherche porte sur des sujets humains, soumettre le plan de recherche au comité de l'université de départ qui a la charge de veiller à ce que les projets satisfassent les exigences du CRM ou CRSH pour de telles recherches. Il ne faut pas effectuer de recherche dont des humains sont les objets, y compris les expériences cliniques, qui ne seraient pas acceptables au Canada.

A.3

Se renseigner auprès du gouvernement du pays hôte (ou de l'ambassade de ce pays au Canada, si cela est possible) sur le visa** d'entrée ou autres exigences légales du genre, sur la durée permise de séjour ainsi que sur les restrictions de travail et de déplacement. Il faut également s'informer au sujet des permis, des licences ou des lettres d'autorisation nécessaires pour effectuer des recherches. Ces renseignements peuvent être particulièrement importants pour les projets de recherche sur le terrain. Certains pays interdisent aux personnes ne détenant qu'un visa de visiteur d'effectuer des recherches. Les chercheurs doivent déterminer si le pays d'accueil exige un visa spécial ou pose d'autres conditions d'entrée et doivent s'y plier avant de quitter le Canada.

A.4

Se renseigner auprès de l'ambassade du pays d'accueil, du ministère des Affaires extérieures, de l'Agence canadienne de développement international, du Centre de recherche et développement international ou de la Commission canadienne pour l'UNESCO, sur les lois ou les règlements régissant les recherches, les déplacements ou les séjours dans le pays où l'on projette de se rendre. On peut également obtenir ces renseignements directement à l'ambassade ou au haut-commissariat du Canada dans le pays hôte. En communiquant avec l'ambassade canadienne ou le haut-commissariat du Canada, on peut obtenir des renseignements touchant directement le plan de recherche, soit sur le projet ou sur des personnes-ressources utiles. Les bureaux provinciaux canadiens à l'étranger peuvent être une source utile.

A.5

Il peut également être utile de se renseigner auprès d'universitaires du pays hôte, même si cette information peut être communiquée par les ministères ou organismes gouvernementaux canadiens ou étrangers. Il faut se renseigner auprès des universitaires du pays hôte seulement s'ils ne compromettent pas leur sécurité ou leur poste en livrant les renseignements ou s'ils ont consenti en toute connaissance de cause à se mettre dans une situation risquée. (Ce dernier point s'applique aussi au paragraphe A.6.)

A.6

Pour s'informer sur les conditions et les problèmes possibles, il faut communiquer avec des universitaires du pays hôte, leur demander conseil sur le projet de recherche, le milieu de

recherche et les installations universitaires disponibles. Dans le cas d'une affiliation avec une université étrangère, il faut demander conseil aux collègues des départements visés et, au besoin, aux administrateurs de l'université. Dans quelques pays, il est impossible d'entreprendre certaines recherches sans en informer une université ou sans collaborer avec elle. Il est conseillé aux membres de se familiariser avec ces conditions et de suivre les procédures prescrites sinon, ils risquent de nuire à leurs recherches.

A.7

Confirmer et, au besoin, éclaircir les renseignements obtenus aux étapes A.1 à A.5 par écrit, là où c'est possible. S'assurer que le répondant a un statut officiel approprié. Préparer des copies de cette confirmation pour des fins d'examen pendant le séjour dans le pays d'accueil. En laisser des exemplaires à un collègue au Canada (voir B.6).

A.8

Se renseigner sur les conséquences fiscales sur le revenu lorsque l'on séjourne à l'étranger pour y enseigner ou y effectuer des recherches. Le Guide d'impôt de l'ACPU fournit des directives générales et donne des renseignements sur la France, l'Allemagne de l'Ouest, l'Inde, le Royaume-Uni et les États-Unis.

A.9

L'ACPU ne dispose pas de politique qui interdise la recherche dans tous les pays à régime autoritaire ou dans certains d'entre eux. Cependant, il existe des lignes directrices pour ceux qui enseignent ou effectuent des recherches en Afrique du Sud (voir Annexe A). Les membres individuels de l'ACPU peuvent indubitablement se prévaloir de leur droit à la liberté universitaire pour effectuer des recherches dans des pays à régime autoritaire ou là où les libertés civiles sont violées. Toutefois, ils doivent être conscients que d'autres peuvent également se prévaloir de ce droit en se demandant si les résultats de la recherche peuvent être raisonnablement objectifs en de telles circonstances ou si les fonds obtenus proviennent de sources qui ont un intérêt matériel dans les résultats.

B. UNE FOIS DANS LE PAYS HÔTE, ON RECOMMANDE LES MESURES SUIVANTES:

B.1

Obéir aux lignes directrices de l'ACPU sur l'éthique professionnelle et les relations professionnelles. (Guide de l'ACPU, pp. 39-42). En général, elles s'appliquent autant à l'étranger qu'au Canada.

B.2

Si des sujets humains participent au projet de recherche, il faut obéir aux lignes directrices du CRM ou du CRSH à cet effet. (voir aussi A.2)

B.3

Obéir aux lois et aux règlements des gouvernements municipaux, provinciaux ou nationaux du pays hôte, là où c'est possible. Par principe moral, des membres pourraient décider de ne pas s'y plier dans certains pays***. Les décisions de cette nature sont toutefois sujettes à la définition qu'en donnent les lois des pays étrangers, comme c'est le cas au Canada. Ainsi, on ne peut garantir aux personnes qui sont l'objet de la recherche l'anonymat total dans les provinces où la loi exige de dénoncer ceux qui maltraitent des enfants, par exemple. Les membres doivent connaître les lois des pays étrangers qui pourraient empiéter sur

leurs recherches. De plus, les membres doivent admettre que, s'ils décident de défier les lois d'un gouvernement particulier, ils peuvent s'attirer non seulement de graves ennuis, entre autres la déportation ou des poursuites judiciaires, mais ils peuvent aussi exposer les hôtes, les collègues ou les étudiants à de sérieux problèmes sous forme de harcèlement ou d'emprisonnement. Il peut être déplacé, voire immoral, de faire fi des lois pour des principes moraux lorsqu'il y a tout lieu de s'attendre à ce que les conséquences soient plus graves pour les habitants du pays d'accueil que pour les membres en visite, en particulier si les hôtes, les collègues ou les étudiants n'ont pas consenti formellement à de tels risques. Ces gestes peuvent en outre mettre en péril les travaux présents ou futurs de l'enseignement de tous les chercheurs canadiens installés dans le pays ou la région en question.

B.4

Enseigner et effectuer des recherches dans le pays hôte en étant pleinement conscient des risques pour soi-même, pour les collègues, les étudiants et les sujets de la recherche. Connaître les normes de la société étrangère et être sensibles aux conséquences de son comportement sur la capacité des collègues, des étudiants et autres personnes de fonctionner dans leur propre société.

B.5

D'ordinaire, éviter les procédés de recherche qui dépendent de renseignements obtenus sous couvert confidentiel car ces sources peuvent être difficiles à protéger. Des moyens coercitifs ou légaux peuvent être exercés pour contraindre les chercheurs à divulguer leurs sources. Connaître les lois, pareilles à celles du Canada, qui exigent la divulgation d'information obtenue pendant les recherches sur des personnes ou des groupes. (Voir B.3 "Ainsi, on ne peut...")

B.6

Être disposé à abandonner ou à redéfinir un projet de recherche ou un plan d'enseignement si l'expérience ou des conseils supposent que des personnes vivant dans le pays hôte seront en danger, à moins que ces personnes aient consenti expressément et formellement à les prendre. Les comités de recherche universitaires et les organismes subventionnaires gouvernementaux devraient être suffisamment souples pour s'accommoder de cette éventualité.

B.7

Songer à inclure dans le rapport de recherche une déclaration dissociant les répondants du pays hôte des conclusions ou des opinions exprimées. Il faut éviter les déclarations publiques ou écrites qui mettent en danger les sujets du pays hôte sans leur consentement exprès.

B.8

Être disposé et désireux de donner tous les renseignements sur le but et les sources de financement d'un projet de recherche, d'enseignement ou de voyage à l'étranger. Les membres ont le droit d'effectuer des recherches pour qu'ils veulent, mais ce n'est pas inconditionnel. Les personnes qui sont également associées à la recherche, qu'elles soient des sujets ou des universitaires du pays hôte, ont le droit légitime d'être informées du but et des sources de financement de la recherche.

Guide for CAUT members conducting research and teaching in foreign countries

CAUT members engaged in research or teaching in foreign countries, or otherwise, inadvertently have found themselves in embarrassing, compromising or hazardous situations. Even some with considerable experience have encountered difficulty in countries where they have not previously worked or where scholarly traditions are different from those in our own.

To assist in limiting such difficulties, CAUT has prepared this document. It is intended only to facilitate scholarly work in foreign countries, to reduce the possibility of disruption of either short professional visits or longer teaching/research sojourns and to protect academic colleagues or students who reside in foreign countries and, in particular, live under authoritarian regimes.

Not all the suggestions which appear below apply equally to all disciplines or to all foreign countries. Social scientists, for example, may experience difficulty in conducting research in foreign countries more frequently than mathematicians. Furthermore, in some countries, researchers need have little or no contact with government authorities. In others, however, virtually all researchers must seek formal approval from some level of government.

This document tends to emphasize actions appropriate for countries where there are authoritarian regimes* or where most research requires governmental approval. Virtually all countries have some type of research approval process; it is recommended that researchers be familiar with and adhere to these, whenever appropriate.

In general, members are encouraged to respect host countries' rules governing research and/or teaching. By no means does this document intend to suggest that all such rules are necessarily irrational and merely to be tolerated. Authoritarian regimes and laws or quasi-legal procedures which infringe upon civil liberties are to be deplored. However, there are many restrictions which are enlightened and intended precisely to prevent violations of civil or other rights. Examples include guidelines for research involving human subjects or participants, prohibitions of the export of archaeological or other culturally-valued artifacts, requirements to archive copies of research in the host country and policies designed to encourage collaborative research between "Third World" scholars and others.

A. BEFORE LEAVING CANADA, THE FOLLOWING PROCEDURES MAY BE HELPFUL, WHERE APPROPRIATE.

Especially in countries where the government or others may be dubious about the particular research program or about research by any foreigners, it is important not to cut corners with respect to these.

A.1.

Those with considerable foreign research or work experience suggest that careful preparation is central to a successful program, particularly in a different culture. Some types of preparation which may be usefully undertaken include: participation in orientation courses available from aid or other organizations; auditing of courses which deal with the culture, history or language of the host country; or a program of private study, which could be based on material suggested by colleagues whose academic specialization is in these areas or by CUSO or WUSC representatives on campus. Even if the technical language of the host country is either English or French, refresher courses or basic language training may also prove useful for those countries whose usual language is not English or French, respectively. The importance of basic language training ought not to be under-estimated, especially where neither English or

French is the technical language of the host country.

A.2.

If there is a research project involving human subjects or participants, submit the research plan to the Committee at the originating university responsible for ensuring that projects satisfy requirements of the MRC or SSHRC for such research. Research involving human subjects—including clinical trials—which would not be acceptable in Canada, ought not to be conducted in foreign countries.

A.3.

Obtain information from the government of the host country (or from the embassy of that country in Canada, if possible), concerning visa** and other legal entry requirements, the duration of stay permitted and travel and work restrictions, if any. Information should be requested concerning permits, licences, or letters of approval needed to engage in research activity. Such information will be particularly important for projects requiring field work. Some countries will not permit research to be conducted by those holding only visitors' visas. Researchers should determine whether there are special visa and/or other entry requirements in the host country and should satisfy these before leaving Canada.

A.4.

Obtain information about any laws or regulations governing research, travel or living in the host country from the embassy of the host country, the Department of External Affairs, the Canadian International Development Agency, the International Development Research Centre or the Canadian Commission for UNESCO, to name a few sources. Such information may also be sought directly from the Canadian embassy or high commission in the host country. Contacting the Canadian Embassy or High Commissions may also yield information of direct relevance to the research plan, either concerning the project itself or useful contacts. Canadian provincial government offices in foreign countries may prove helpful, as well.

A.5.

It may also be helpful to seek the same information from scholars in the host country, even where it may all be available from foreign or Canadian government departments or agencies. Information from host country scholars should be sought only where their safety or position will not be compromised by supplying the information, or where they have given informed consent to place themselves at risk. (This latter point also applies to A.6.)

A.6.

If information about local conditions and potential problems is needed, contact scholars in the host country, seeking their advice concerning the proposed research project, the scholarly environment and available academic facilities. If there is to be an affiliation with a foreign university, such comments should also be sought from colleagues in relevant departments and, where appropriate or necessary, from university administrators. In some countries, it is impossible to undertake some types of research without informing or co-operating with a university. Members are advised to be aware of such conditions and to follow these procedures, or run the risk of placing the research in jeopardy.

A.7.

Confirm and, if necessary, clarify all such information provided under the terms of steps A.2 - A.5 in writing, where

ever possible, and ascertain that the respondent has an appropriate official status. Have copies of such confirmation available for examination during the visit to the host country (please see B.11 below). Leave a set of these with a colleague in Canada (see B.6).

A.8.

Seek information concerning any income tax implications of the teaching or research sojourn. Some general guidelines are available from the CAUT Income Tax Guide, which includes specific information about France, West Germany, India, the United Kingdom and the United States.

A.9.

CAUT does not have policy forbidding research in all or some countries with authoritarian regimes. However, there are guidelines for those who undertake research or teaching in South Africa (please see Appendix A). Individual members of CAUT undoubtedly may exercise their academic freedom to engage in research in countries with authoritarian regimes or where civil liberties are violated. But they should realize that others equally may use their academic freedom to question whether reasonably objective research can result under such circumstances or where funding has been obtained from sources with a material interest in the results.

B. WHILE IN THE HOST COUNTRY, THE FOLLOWING PROCEDURES ARE RECOMMENDED:

B.1.

Adhere to CAUT guidelines on professional ethics and professional relationships. (CAUT Handbook, 1986, pp. 37-40). In general, these will apply in foreign countries as they do in Canada.

B.2.

If there is a research project involving human subjects, adhere to the MRC or SSHRC guidelines on research involving human subjects (please see also A.2).

B.3.

Adhere to the laws and regulations of national and local governments in the host country, wherever possible. As a matter of conscience, members might decide not to do so in particular countries.*** Decisions about matters of conscience are subject to legal definition in foreign countries, as they are in Canada. For instance, a guarantee of anonymity to research respondents cannot be upheld in Canadian provinces where legislation requires mandatory reporting of child abusers. Members should make sure they are aware of similar laws in foreign countries which may impinge on their research. Furthermore, members should recognize that decisions to defy the laws of a particular government in the host country may lead not only to serious consequences for themselves, such as deportation or legal action, but also to significant harm for hosts, colleagues and for students, such as personal harassment or imprisonment. Flouting laws as a matter of conscience is improper, if not immoral, when it can be expected reasonably that the consequences for residents of the host country are more grave than they are for visiting members, particularly where foreign hosts, colleagues and/or students have not provided informed consent to place themselves at such risk. Such actions may also imperil the current or future research or teaching of all other Canadian scholars in the country or region in question.

B.4.

Conduct research and teaching in the host country fully cognizant of any risk to

one's self, to colleagues, to students and to research respondents. Be aware of prevailing community standards and sensitive to the effect of one's behaviour on the ability of colleagues, students and others to function in their own society.

B.5.

Usually, avoid the use of research procedures which depend on information obtained in confidence, as it may be difficult to protect confidential sources. Coercive or legal means may be used to compel disclosure. Be aware of laws—such as those in Canada—which require disclosure of information about individuals or groups obtained in the course of research. (Please see B.3 - "For instance,.....")

B.6.

Be prepared to abandon, or redefine, a research project or teaching outline if experience or advice suggests that others in the host country will be placed at risk, unless such risk is undertaken with their express informed consent.

B.7.

Consider including in any research publication a statement disassociating respondents in the host country from any conclusions or opinions expressed. Any public or written statements which imperil respondents in the host country without their express consent are to be avoided.

B.8.

Be prepared and willing to provide full information about the purpose and sources of funds to support a research project, teaching or travel in a foreign country. Members have the right to engage in research for whomever they wish, but this is not unqualified. Those who are also associated with the research, as respondents or as hosts, for example, have a legitimate right to be informed about the purpose and sources of funds for research.

B.9.

University research should be open and not secret. Members should not engage in covert activities for intelligence or military purposes for any country under the guise of university research or teaching in foreign countries.

B.10.

Provide, where necessary, responsible government officials with a copy of any documents granting awards or funding for or approving your research plan, as well as a statement of the objectives of the research, the possible types and sources of information and the research design or plan. Clarify with responsible government officials whether there are any restrictions on the use of any procedures contemplated in the plan. Approval of the research plan should be obtained from these individuals in writing, if possible.

B.11.

Carry with you a copy of all documents described under B.10, for use as an introduction. This package may be necessary for access to research facilities or the research site.

B.12.

Clarify precisely when and where travel and interviewing are permitted, when and where field work may be conducted, what field samples and artifacts may be removed from the field site and what regulations cover their disposition. Secure reliable information about facilities and personal security before travelling in remote regions of the host country.

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B.13.

In addition to a family member, provide a colleague in Canada with a travel "archive", including a copy of the research plan, any documents approving it, all travel itineraries (including short trips), forwarding addresses and any permits or licences pertaining to the research. These persons should be prepared to act on your behalf in the event of any emergency or serious difficulties. Advise these individuals promptly of any changes in plans or personal situation, and update the archive, as needed. Reasons for this suggestion are: documentation may be lost, stolen or seized; researchers may be injured, arrested or simply disappear. This is particularly important in countries where there is an authoritarian regime, significant internal violence, civil war, or a possibility of war.

B.14.

Register with the Canadian Embassy or High Commission in the host country, and consider leaving a travel archive and providing the necessary updates. If Canada has neither an embassy nor a high commission in the host country, other alternatives for registration and travel archive deposit include: 1) the Canadian Embassy in another country nearest to the host country; 2) an embassy for another country which handles Canada's affairs in the host country; or 3) the Department of External Affairs. Registration and travel archive/deposit are especially important where there is a potential danger, for any reason, to individuals engaged in research, especially in remote areas.

B.15.

Provide a university official with whatever information is needed to satisfy the originating Canadian university's requirements concerning notice of whereabouts during any leave of absence. Some university administrators have attempted to discipline individual members when they have been unable to communicate with the members. When undertaken without regard to the members' circumstances, such as illness, injury, imprisonment or communication limitations, such actions are insupportable. However, it is reasonable that university administrators and, particularly, the department should be able to communicate with academic staff members on research leave. Members should make reasonable efforts to facilitate such communication. And, while this is reasonable, it is nonetheless unreasonable and unfair for university administrators to seek to impose excessive penalties where such efforts have not been made.

C. UPON COMPLETION OF THE RESEARCH, THE FOLLOWING ARE RECOMMENDED:

C.1.

Send a copy of every research report and/or publication arising from the research to the host university and/or a university which is best suited to act as a research repository and disseminator of the results. This is particularly important in "Third World" countries where western publications frequently are prohibitively expensive. If possible, a copy of the field material ought to be provided, as well, with due regard to commitments concerning anonymity and confidentiality of respondents.

C.2.

Be prepared to send a copy of a document summarizing the main findings of the research to any respondents or participants in the research who may wish to receive one.

PLEASE NOTE:

Rapid increase in the incidence of AIDS has resulted in concern about travel to foreign countries in some quarters. It has also led to the imposition of special entry requirements; for example, China now requires an AIDS test as a

condition of entry. Please see Appendix B for particular recommendations in this regard.

Otherwise, this document deals only with generally appropriate suggestions concerning the conduct of research or teaching in foreign countries and not with any which may be appropriate to specific individuals nor with details concerning travel plans, medical requirements, taxation issues in detail or local arrangements concerning the purchase or rental of goods or services, for example.

Nevertheless, these details will be important for specific individuals. The experience of some members suggests the need to be familiar with requirements concerning cartes de séjour and de retour in France. Others in Germany, Italy or France, for example, have found that there are many bureaucratic and other niceties which significantly limit the purported advantages of the "tax-free" European car.

It is suggested that members obtain as much information about their particular plans as possible. Experience suggests that vendors of goods or services are not consistently reliable sources of information. Regulatory bodies or agencies should be contacted to verify advice from such sources.

CAUT will maintain a file containing the complaints or recommendations of members, based on their experiences in foreign countries. Members are welcome to ask for copies of this. For the information of members, a list of the addresses of the embassies in Canada, the Department of External Affairs and other sources of information is attached as Appendix C. Approved by Council, September 1988

* Countries with authoritarian regimes are sovereign nations, nevertheless. Even if one objects to them, this juridical situation exists and must be taken account.

** If you are a citizen not only of Canada, but also of the host country, you may be subject to laws which would not apply to those who were only citizens of Canada. If in any doubt about your national status or such laws, contact the Canadian embassy and the embassy of the host country. In any case, generally, use of a valid Canadian passport and the appropriate visas for travel are recommended.

*** Those who anticipate that, for reasons of conscience, they may not be able to adhere to the laws and regulations in a particular country, ought to consider the advisability of teaching or conducting research there. At the same time, it cannot be said that individuals are always prohibited from exercising their consciences, even where this involves violation of legal statutes, when they are fully aware of the consequences for themselves and others and where the others are also involved on the basis of informed consent (please see B.4-6).

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B.9.

La recherche universitaire doit être libre et non confidentielle. Les membres ne devraient pas se mêler à des activités secrètes à des fins d'espionnage ou militaires pour le compte de n'importe quel pays sous le prétexte d'enseigner ou de faire des recherches à l'étranger.

B.10.

Au besoin, fournir aux hauts fonctionnaires responsables une copie des documents octroyant des bourses ou des fonds ou approuvant votre plan de recherche ainsi qu'un énoncé des objectifs de recherche, les formes et les sources possibles d'information, en veillant à ce qu'aucune des sources soient identifiées personnellement. Clarifier avec les hauts fonctionnaires responsables s'il existe des restrictions quant à l'usage des procédures envisagées dans le plan. Il faut obtenir par écrit, si cela est possible, l'approbation de ces personnes pour le plan de recherche.

B.11.

Transporter avec soi une copie de tous les documents décrits au paragraphe B.10 pour se présenter. Ces documents peuvent être nécessaires pour accéder aux installations de recherche ou au site de recherche.

B.12.

Clarifier avec précision la période et les endroits où il est permis de se déplacer et de faire des entrevues, quels échantillons et quels artefacts peuvent être retirés du site d'exploration et quels règlements régissent leur disposition. Obtenir des renseignements fiables sur les installations et la sécurité personnelle avant de se déplacer dans des coins reculés du pays hôte.

B.13.

En plus d'un membre de la famille, fournir à un collègue au Canada le "livre de bord", y compris une copie du plan de recherche, des documents qui l'approuvent, tous les itinéraires, même les courts trajets, les adresses pour faire suivre le courrier et les permis ou les licences se rapportant à la recherche. Cette personne devrait être prête à agir en votre nom en cas d'urgence ou de problèmes graves. Aviser rapidement cette personne de toute modification des projets ou de la situation personnelle pour différentes raisons, notamment la perte, le vol ou la saisie de la documentation. En outre, les chercheurs peuvent être blessés, arrêtés ou peuvent tout simplement disparaître. Ces précautions sont particulièrement importantes dans les pays où prévaut un régime autoritaire, de la violence interne, une guerre civile ou une possibilité de guerre.

B.14.

S'inscrire à l'ambassade canadienne ou au haut-commissariat du Canada dans le pays hôte et envisager d'y laisser son livre de bord en fournissant les mises à jour nécessaires. S'il n'y a pas d'ambassade ou de haut-commissariat du Canada dans le pays hôte, voici d'autres possibilités où s'inscrire et où laisser son livre de bord: 1) l'ambassade canadienne du pays le plus proche du pays hôte; 2) l'ambassade d'un autre pays qui s'occupe des affaires du Canada dans le pays hôte; ou 3) le Ministère des Affaires extérieures. Il est particulièrement important que les personnes effectuant des recherches, notamment dans des régions isolées, s'inscrivent et déposent leur livre de bord dans un endroit sûr s'il y a possibilité de danger.

B.15.

Le membre devrait fournir à un cadre de son université tous les renseignements nécessaires pour satisfaire les exigences de celle-ci sur les allées et venues des professeurs en congé. Certains administrateurs universitaires ont tenté d'imposer des mesures disciplinaires à des membres parce qu'ils n'avaient pas réussi à communiquer avec eux. Ces mesures sont insupportables si elles sont prises sans tenir compte des circonstances en cause, comme la maladie, des blessures, l'emprisonnement ou une communication limitée. Cependant, il est raisonnable que les administrateurs de l'université, et en particulier du département, puissent communiquer avec les professeurs en congé de recherche. Ces derniers doivent s'efforcer de satisfaire ces exigences. Alors que cela est raisonnable, il n'est néanmoins pas raisonnable et il est injuste pour les administrateurs de l'université de chercher à imposer des pénalités sévères si les professeurs n'ont pas fait d'effort pour tenir l'université au courant de leurs allées et venues.

C. DES QUE LA RECHERCHE EST TERMINEE, IL EST RECOMMANDE:

C.1.

D'envoyer une copie de chaque rapport de recherche ou de chaque publication découlant de la recherche à l'université d'accueil ou à l'université la mieux indiquée pour conserver le rapport de recherche ou pour en diffuser les

résultats. Cette mesure est particulièrement importante dans les pays du "Tiers-Monde" où les publications occidentales sont excessivement chères. Dans la mesure du possible, il faut aussi fournir une copie du matériel de recherche sur le terrain tout en respectant les engagements envers les répondants quant à l'anonymat et à la confidentialité.

C.2.

D'être disposé à envoyer un exemplaire d'un document résumant les conclusions de la recherche à tous les répondants ou participants de la recherche qui le désirent.

A REMARQUER:

La progression rapide de la contamination par le SIDA inquiète certains milieux en ce qui concerne les déplacements à l'étranger. La crainte du SIDA a également entraîné l'imposition de conditions d'entrée spéciales. Ainsi, la Chine exige maintenant un test de dépistage du SIDA comme condition d'entrée. Voir l'Annexe B pour des recommandations particulières à cet effet.

Mis à part cette précision, le présent document offre, d'une manière générale, des conseils utiles pour les professeurs qui effectuent des recherches ou enseignent à l'étranger. Il ne s'attarde donc pas à des explications précises qui aideraient des personnes en particulier ou qui touchent la planification du voyage, les exigences médicales, les questions fiscales ou les dispositions d'achat ou de location de biens ou de services à l'échelle locale, notamment.

Ces détails seront néanmoins importants pour certaines personnes. D'après leur expérience, certains membres suggèrent de se renseigner sur les conditions des cartes de séjour et de retour en France. D'autres ont constaté qu'en Allemagne, en Italie ou en France, elles se heurtent à de nombreuses formalités bureaucratiques et autres subtilités du genre qui limitaient considérablement les avantages d'acheter des voitures européennes sans frais de douane.

Nous proposons aux membres de se renseigner le plus possible pour la préparation de leur voyage. Il a été prouvé par expérience, que les fournisseurs de biens et de services ne sont pas des sources de renseignements constantes. Il est préférable de s'adresser auprès d'organismes ou d'agences de règlement pour vérifier les conseils dispensés par ces sources.

L'ACPU tiendra un dossier contenant les plaintes ou les recommandations des membres fondées sur leur expérience à l'étranger. Les membres peuvent demander des exemplaires du présent document. A titre d'information, l'Annexe C du document consiste en une liste d'adresses des ambassades du Canada, du Ministère des Affaires extérieures et donne d'autres sources de renseignements.

Approuvé par le Conseil, septembre 1988.

* Les pays à régime autoritaire sont néanmoins des pays souverains. Même si l'on s'y oppose, il faut tenir compte de cette situation juridique bien réelle.

** Si vous êtes doublement citoyen du Canada et du pays hôte, vous pouvez être assujettis aux lois qui ne s'appliqueraient pas aux personnes qui sont citoyennes canadiennes seulement. Si vous avez des doutes sur votre nationalité ou sur les lois, veuillez vous renseigner auprès de l'ambassade canadienne et de l'ambassade du pays hôte. Dans tous les cas, un passeport canadien valide et les visas appropriés sont généralement recommandés.

*** Les personnes qui prévoient ne pas pouvoir se plier aux lois et aux règlements d'un pays donné pour des raisons morales, doivent réfléchir à la pertinence d'aller y enseigner ou d'y effectuer des recherches. De même, on ne peut dire qu'il est toujours interdit à une personne d'exprimer son opinion, même s'il faut qu'elle viole des lois, lorsqu'elle est pleinement consciente des conséquences pour elle-même et pour les autres et alors que les autres sont mêlés en toute connaissance de cause. (voir aussi B.4-6)

Call for nominations

Nominations are now being actively sought for election to the Executive Committee, namely: CAUT President, Vice-President and three Members-at-large. Nominations are also being sought for election to positions on the three CAUT Standing Committees: Academic Freedom and Tenure - one vacancy; Status of Women - two vacancies; and Librarians - two vacancies) including, in particular, nominations for Person Chairing the Status of Women Committee. Individual affiliated members and associate members of CAUT are entitled to make nominations.

In order to maintain the effectiveness of CAUT as an organization it is extremely important that well qualified members of local and provincial associations are nominated. Elections will take place at the CAUT Council meeting in Ottawa in May, 1989.

Term of Office

The term of office for the President, Vice-President and Executive Committee Members-at-large is one year. The term of office for members of CAUT Standing Committees is three years.

Nomination Procedure

Nominations should be sent to:

Professor John Evans
Person Chairing
Elections and Resolutions Committee
CAUT
Suite 308
294 Albert Street
Ottawa, Ontario
K1P 6E6

They should include:

- ☐ A letter of nomination.
- ☐ A brief statement of why the nominator feels the nominee is qualified to serve.
- ☐ The agreement of the nominee to serve if elected.
- ☐ A completed copy of the "Standard Information Form" (available from any Faculty Association office or from CAUT) and, for nominees to the Academic Freedom and Tenure Committee, a full academic curriculum vitae.

Nomination deadlines for Committees: Academic Freedom and Tenure Committee - January 9, 1989; Librarians Committee - March 1, 1989; Status of Women Committee - March 31, 1989. All other nominations should be received, if possible, by March 31, 1989.

Description of Positions

The President

Responsible for guiding the affairs of the Association between meetings of Council and for ensuring that policies approved by Council are implemented. A nominee for the position of President should have had considerable experience in faculty association affairs at the local or provincial level.

The Vice-President

Responsible, in particular, for relations between CAUT and its staff and, as a senior officer, for assisting the President with his or her responsibilities.

Committee Members

Nominees for positions on Standing Committees should have considerable experience in the area of responsibility of the committee to which he or she is nominated. In particular, the person nominated as Chair of the Status of Women Committee must have experience in areas of concern to women academics. It should be noted that this person also serves as a member of the CAUT Executive Committee.

Sollicitation de candidatures

Nous sollicitons activement des candidatures à des postes au Bureau de direction, soit: président, vice-président et trois membres ordinaires de l'ACPU. En outre, nous sollicitons des candidatures à des postes aux trois comités permanents de l'ACPU (un poste au Comité de la liberté universitaire et de la permanence de l'emploi, deux postes à celui du statut de la femme et deux postes à celui des bibliothécaires), notamment à la présidence du Comité du statut de la femme. Les membres affiliés individuels et les membres associés de l'ACPU ont le droit de présenter des candidatures.

Pour que l'ACPU demeure une organisation efficace, il est donc très important de proposer des candidats qualifiés des associations locales et provinciales. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui se tiendra à Ottawa en mai 1989.

Mandat

Le mandat du président, du vice-président de même que des membres ordinaires du Bureau de direction est d'un an. Le mandat des membres des comités permanents de l'ACPU est de trois ans.

Méthode de mise en candidature

Il faut envoyer les candidatures à:

M. John Evans
Président
Comité des élections et résolutions
ACPU
Bureau 308
294, rue Albert
Ottawa (Ontario)
K1P 6E6

Les pièces suivantes doivent accompagner les mises en candidature:

- ☐ Une lettre de mise en candidature.
- ☐ Une brève déclaration expliquant pourquoi la personne qui présente le(la) candidat(e) estime qu'il ou elle possède les qualités voulues.
- ☐ L'accord du(la) candidat(e) de siéger s'il (ou si elle) est élu(e).
- ☐ La fiche de renseignements remplie (Standard Information Form), disponible auprès des associations de professeurs ou de l'ACPU et, pour les candidats au Comité de la liberté universitaire et de la permanence de l'emploi, un curriculum vitae complet de leur expérience universitaire.

Date limite de réception des mises en candidature pour les Comités: Comité de la liberté universitaire et de la permanence de l'emploi - le 9 janvier 1989; Comité des bibliothécaires - le 1^{er} mars 1989; Comité du statut de la femme - le 31 mars 1989. Toutes les autres mises en candidature devraient être reçues avant le 31 mars 1989, si possible.

Description des postes

Le(la) président(e)

La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et s'assure que les directives approuvées par le Conseil sont mises en oeuvre. Les candidats à la présidence doivent posséder une expérience considérable en matière d'associations de professeurs à l'échelle locale ou provinciale.

Le(la) vice-président(e)

La personne élue est responsable, en particulier, des relations entre l'ACPU et son personnel et, en tant que cadre supérieur, elle aide le(la) président(e) à s'acquitter de ses responsabilités.

Les membres des comités

Nominees for positions on Standing Committees should have considerable experience in the area of responsibility of the committee to which he or she is nominated. In particular, the person nominated as Chair of the Status of Women Committee must have experience in areas of concern to women academics. It should be noted that this person also serves as a member of the CAUT Executive Committee.

FACULTY STATUS.....7

salary scale. Progression through the ranks is via promotion, while an annual increment insures progression within rank to a ceiling. All receive a yearly professional allowance of \$925.00, and all are eligible for sabbatical leaves on a rotational basis every seventh year. All have access to tenure, and all, based on years of service, receive the same amount of holiday time. Department heads, including those within the library, receive a small stipend, and if the appropriate circumstances pertain, are eligible for overload payments. As with other faculties and professional schools at Laurentian, the library has an elected voting member on Senate. Promotion criteria for librarians are slightly different from those applied to teaching faculty, but both are heavily weighted towards research. Librarians, however, have a caveat—"when assessing librarians, the amount of available time for scholarly activity shall be taken into account."¹¹

The matter of release time for librarians for purposes of research, especially in the present impecunious circumstances so prevalent in Canadian institutions of higher education, has not been resolved at Laurentian. The caveat notwithstanding, no research time frequently translates into no publications, hence no appli-

cations for promotion. Despite this drawback, librarians at Laurentian do research and publish, although at a diminished rate compared to the accomplishments of teaching faculty; and, since 1981, two librarians have been promoted. Overall, the Laurentian librarians are comfortable with faculty status, and the responsibilities, as well as the rights, attached thereto. Whether academic librarians accept or reject faculty status, the research component has increasingly become a factor in the attainment of promotion. If librarians are expected to engage in this most important academic pursuit, the gaining of faculty status should not be opposed either by librarians or by their institutions. On the contrary, it should be supported vigorously and equally by both, for both are aware that research improves and increases the knowledge and skills required to provide excellent library service at their universities.

ENDNOTES

1. "Status for Faculty Status for College and University Librarians," *College and Research Libraries News*, 35 (A), (May, 1974), 112-113.
2. Hearstill Young (ed.), *The ALA Glossary of Library and Information Science* (Chicago, 1983), 95.

STATUT D'ENSEIGNANT.....7

d'enseignant à l'Université Laurentienne - l'un paru avant et l'autre après que l'Association des professeurs de l'Université Laurentienne ait été accréditée en tant qu'agent de négociation du corps enseignant - fournissent une description raisonnablement exhaustive de la situation.

Les rangs des enseignants, y compris les bibliothécaires, portent les titres: éducateur, chargé de cours/bibliothécaire général, professeur adjoint/bibliothécaire, professeur agrégé/bibliothécaire, professeur titulaire/bibliothécaire. Tous les enseignants sont classifiés d'après la même échelle salariale. Les échelons peuvent être gravés au moyen de promotions, tandis que des augmentations annuelles de salaire assurent la progression jusqu'à un plafond du rang. Tous reçoivent une allocation professionnelle au montant annuel de 925,00 \$ et sont admissibles à des congés sabbatiques à tous les 7 ans. Tous peuvent obtenir la permanence et, d'après leur nombre d'années de service, obtiennent les mêmes vacances. Les chefs de département, y compris ceux des bibliothèques, reçoivent une faible

Voir STATUT D'ENSEIGNANT/13

Western Regional meets in Winnipeg

The University of Manitoba Faculty Association hosted the annual meeting of western faculty associations in October. In a full and interesting programme participants discussed information bearing on university budgetary processes, lobbying governments, women's salaries, the changing demands of the university on the academic staff and future challenges to the University.

Following UMFA President Ken Osborne's welcome, Bob Rodger and Nora Losey showed a healthy diversity of view when they discussed 'Budgets and Pockets: Who is responsible'. Bob argued that it was not the job of the academic staff to assume financial control of the university. Furthermore, one could get trapped in a jungle of data over which one had no control. Nora, on the other hand held to the view that it was useful for the academics to know what resources were available and where the money was going. This strengthened ones position in arguing for the appropriate disposal of funds.

Roland Penner, until recently a minister in the Manitoba government and Chair of the Council of Ministers of Education of Canada, outlined a strategy for the future in trying to deal with governments. An essential part of any strategy, he suggested, must be the building and maintenance of alliances with other groups in society in order to develop some leverage on governments. In a brief session, John Evans and Don Savage talked about current efforts of CAUT to talk to candidates during the election and how faculty associations and individuals could work to make sure that universities were a topic before the candidates.

Activities on behalf of women in the university were approached from two different angles by Louise Arthur (Manitoba) and Marg Csapo (UBC). Louise discussed what should and could be done to deal with the particular needs of women in the university. Professor Csapo outlined the effects of the special anomalies funding at UBC and left the message that review of anomalies offers no redress for them.

The whole of Saturday morning was spent receiving re-

ports from the Association in a round table session. In these reports information was shared on practical issues that arise in faculty association affairs, policy developments that are taking place in their universities and provinces, and issues that are coming to the fore. One important issue dealt with was the report from the University of Victoria on control of research in molecular biology and the effect this would have on the freedom to pursue particular lines of inquiry. This is a complex issue and one that has really struck us for the first time in a major way in Canada. Research in its many facets struck a chord in a number of reports including ways of measuring research productivity and the importance of research into the career structure of academics in the university and the implications of the extant structure on the future staffing of the universities.

The major work of the meeting closed with views of the university from different sides of the bargaining table. Neil Tudiver, the past president of UMFA, dealt with the university from the view of the academic as a worker. Drawing attention to the pressure on universities to work as commercial corporations do and the effects this has on the status of academics he echoed some concerns that have been a thread in discussions of the changing university in recent years. Arnold Naimark, the President of the University of Manitoba and the current President of AUCC, presented his views on the issues facing Canadian universities. Recounting a failure to predict the increase in enrollment in the last decade and the shortfall in the allocation of resources he suggested that a new utilitarianism had emerged which would threaten those university activities which were not seen as being socially and economically useful in the short term. He suggested that universities would have to live with attempts to resolve the tension between access to university, the quality of education provided and the accountability of university in light of the resources allocated to it.

Again, the Western Regional had provided a valuable opportunity to share information and discuss the broader perspective.

* * *

STRIKE.....1

prise often promotes the collegiality that seems to be draining from our universities. At Dalhousie, as with other strikes this year, members on picket lines met people from other parts of the university for the first time. At the parties and meetings that accompany a strike situation people's sense of a shared objective is a powerful motivator. And it is in these situations that the expression of support from others is appreciated far beyond the simple expression in a short telegram.

At present the tentative agreement, which included comparability of pay for women, a 7% increase in the scale, a two year increase in cost of living of 3.7% in the first year and 3.6% in the second and a 3.8% increase in the Career Development Increment awaits ratification by the members, although they have gone back to teaching. Some changes were made to the workload article and it was also agreed that there would be no freeze on the granting of tenure.

Some of the issues that arose in the management of the strike raise matters of considerable importance. The access of faculty to their mail was not handled consistently by the administration of the university. And, in one of the most contentious statements of the strike the administration claimed that members on strike would not have access to their grant funds which came from the three national councils. To the faculty association this was an unacceptable interference by the university in the relationship between the grantee and the Councils. During the course of the strike the administration claimed that there had been a misinterpretation of its position on this matter.

For the present, the job action is over and the agreement awaits ratification.

The University of Winnipeg Chair in German-Canadian Studies

The University of Winnipeg invites applications and nominations for an endowed chair from scholars of the German experience in Canada. Endowment for the chair comes from grants from the Secretary of State's Program for Canadian Ethnic Studies and from a group of private philanthropists within the German-Canadian community of Winnipeg.

The Chairholder will be expected to pursue independent research of a high scholarly order, to teach undergraduate and graduate courses, and to serve as a liaison between the academic and German-Canadian communities. Although the Chair will be housed in the Department of History, candidates from other disciplines, e.g. economics, literature, political science, religious studies, sociology, etc. are encouraged; if appropriate, the Chairholder will receive a joint appointment in more than one department. The academic rank of the Chair is open but the expectation is that it will be filled by an associate professor of accomplishment and extraordinary promise or by a senior scholar of proven ability and established stature. Salary will be commensurate with qualifications, and specific responsibilities will be defined at the time of appointment in consultation with the Chairholder.

All qualified candidates are encouraged to apply. In accordance with Canadian immigration requirements, however, priority will be given to Canadian citizens and permanent residents of Canada.

Applicants are requested to submit a curriculum vitae, a brief statement of interest, and the names and addresses of three referees by January 15, 1989. Preliminary letters of inquiry are also welcome. The appointment will be made effective on or after July 1, 1989 but date of appointment may be adjusted to suit the needs of the successful candidate.

Please send all correspondence to:

Michael C. McIntyre, Ph.D.
Dean of Arts and Science
University of Winnipeg
515 Portage Avenue
Winnipeg, Manitoba
R3B 2E9



University of Alberta
Edmonton

Water Resources Engineering Professor Department of Civil Engineering

Applications are invited for a full-time tenure-track position in the field of Water Resources Engineering commencing September 1, 1989. The intention is to appoint at the Assistant Professor level (salary range \$31,612 to \$45,340), however, higher levels will be considered if appropriate. The applicants should have a Ph.D. with specialization in engineering hydrology and water resources project planning and management. Practical experience in these fields will be a definite asset. The successful applicant will be expected to (a) instruct in undergraduate and graduate level courses in hydrology and water resources project planning, (b) assist at the undergraduate level in other aspects of Civil Engineering education, (c) engage in research and direct graduate students in the above fields and (d) be eligible for registration as a Professional Engineer.

The University of Alberta, founded in 1908, is one of the largest universities in Canada. It is situated in Edmonton, a city of 600,000. On average there are 80 students in the graduating class and 130 graduate students in Civil Engineering.

Application deadline: February 28, 1989.

In accordance with Canada Employment and Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Submit applications including resume, employment history and names of referees to:

Professor J.G. MacGregor, Chairman
Department of Civil Engineering
University of Alberta
Edmonton, Alberta, Canada T6G 2G7

Telephone: 403-432-5114, FAX: 403-432-7219

The University of Alberta is committed to the principle of equity in employment.

PENSION WORKSHOP

CAUT collective bargaining cooperative

A one-day workshop on pension issues will be held in Chateau Laurier, Ottawa on Thursday 2 February 1989 from 9:00 a.m. until 6:00 p.m. Topics cover what is desirable in a pension plan, what are the legislative and actuarial constraints, how associations may gain some control of the pension plan, and strategies for the future. Speakers and discussion leaders at the workshop will include R. Bercov (Alberta), J. Ian McDonald (York), G. Nader (Trent), M. Ozier (Dalhousie), W. Pfaffenberg (Victoria), R. Puttagunta (Lakehead) and B. Winter (Ottawa).

Those who have an interest in attending the above workshop should contact their faculty association for further information and costs. Places are limited; so responses from local faculty associations should be made before mid January 1989.

CAUT lifts censure at the university of Calgary

On October 31, 1988 CAUT lifted its censure of the President and Board of Governors of the University of Calgary. The censure had been imposed in 1979 by the CAUT Council because of the handling of the contract of Dr. George Abouna and because the University had promulgated regulations which established a quota in each department on the number of persons who could be appointed to tenure-track positions. CAUT and the University have reached a negotiated settlement. The University has eliminated its quota system and it has offered Dr. Abouna a consulting contract.

The University of Calgary Faculty Association (TUCFA) approved the settlement by a vote of its members, and the President of TUCFA recommended that censure be lifted. The CAUT Council had empowered the President of CAUT, on the advice of the Person Chairing the Academic Freedom and Tenure Committee, and after receiving the position of TUCFA, to lift censure. The Person Chairing the Academic Freedom and Tenure Committee approved the settlement and the President of CAUT, Peter King, announced in Calgary on October 31 that censure had been lifted.

L'ACPU lève les mesures disciplinaires contre l'université de Calgary

Le 31 octobre 1988 l'ACPU a levé les mesures disciplinaires qu'elle avait prises contre le président et le conseil des gouverneurs de l'université de Calgary. Le conseil de l'ACPU avait imposé ces mesures disciplinaires en 1979 à cause de la manière dont le contrat du Dr. George Abouna avait été traité et parce que l'université avait adopté des règlements qui fixaient des quotas sur le nombre de postes permanents dans chaque département. L'ACPU et l'université en sont venus à une entente négociée. L'université a éliminé son système de quotas et elle a offert un contrat de consultant au Dr. Abouna.

Un vote des membres de "The University of Calgary Faculty Association (TUCFA)" a approuvé l'entente et le président de TUCFA a recommandé de lever les mesures disciplinaires. Le conseil de l'ACPU avait donné l'autorisation à son président, sur l'avis de la personne présidente du Comité de la liberté universitaire et de la permanence de l'emploi et après avoir reçu la position de TUCFA, de lever les mesures disciplinaires. La personne présidente du Comité de la liberté universitaire et de la permanence de l'emploi a approuvé cette entente et le président de l'ACPU, Peter King, a annoncé à Calgary le 31 octobre dernier que les mesures disciplinaires avaient été levées.

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allocation et, si les conditions favorables persistent, sont admissibles au paiement d'un boni. Comme c'est le cas des autres facultés et écoles professionnelles affiliées à l'Université Laurentienne, la bibliothèque a un membre élu au Sénat. Les critères de promotion pour les bibliothécaires sont légèrement différents de ceux utilisés pour les professeurs mais, dans les deux cas, les critères ont principalement trait à la recherche. Le cas des bibliothécaires comporte cependant une restriction: "lors de l'évaluation des bibliothécaires, on devra tenir compte du nombre d'heures disponibles pour des activités intellectuelles."

La question du temps libre aux fins de recherche pour les bibliothécaires, spécialement en ces temps de restrictions budgétaires que connaissent tant d'établissements d'études supérieures au Canada, n'a pas été résolue à l'Université Laurentienne. Nonobstant la restriction, pas de congé pour fins de recherche se traduit souvent en pas de publication, donc aucune demande de promotion. En dépit de ce fait, les bibliothécaires de l'Université Laurentienne entreprennent des travaux de recherche et publient, quoiqu'à un rythme ralenti comparativement aux réalisations des enseignants. Depuis 1981, on a accordé des promotions à deux bibliothécaires. Les bibliothécaires sont, à tout prendre, à l'aise dans leur statut d'enseignants ainsi que les responsabilités et les droits qui s'y rattachent.

Que les bibliothécaires d'université acceptent ou rejettent le statut d'enseignant, le volet recherche devient un facteur de plus en plus important dans l'obtention d'une promotion. Etant donné que l'on s'attend à ce que les bibliothécaires poursuivent ces travaux intellectuels si importants, ni les bibliothécaires ni leurs institutions ne devraient s'opposer à l'obtention du statut d'enseignant. Au contraire, les deux devraient le soutenir vigoureusement, puisque les deux savent que la recherche améliore et augmente le niveau des connaissances et des aptitudes requises pour fournir un excellent service de bibliothèque à leurs universités.

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sessions. Several persons took the opportunity to organize sessions on topics of special interest, such as lobbying and Pay Equity legislation.

The first day's activities were concluded with a unique performance by Louise Rose, a jazz pianist and singer. Her performance focussed on music by and about women. Coupled with her unique rapport with the audience, Rose's performance created a sensual apprehension of the meaning of women's lives and work.

The final day of the workshop began with a plenary session, "Making the Personal Political: Working to Change the System," chaired by Lorelei Cederstrom of Brandon. The first speaker, Jane Gordon, spoke about what Faculty Associations can and cannot do to improve the status of women in the university. In practical terms, she emphasized the need for women to get involved in the work of their faculty associations. She spoke of the need for solidarity and the formation of women's groups to encourage policy changes that benefit women. She urged women to look at the gains that have been made, such as in Child Care policies, rather than to dwell upon the problems that still lie ahead.

Briskai Lund of Victoria spoke about forming alliances with women in the Community to effect change. The community should no longer be regarded as a research laboratory by the university, but rather as the roots upon which the university grows and flourishes, she noted.

Jane Gaskell of UBC spoke about working within committees and departments in order to effect change. She suggested that even one feminist voice on one minor committee will help to exert a small pressure for change. Women on committees can educate their committees about women's issues and assist in developing the awareness of women and their concerns that will form the basis for change.

In a special session, Darlene Marzari, an N.D.P. member of the B.C. legislative assembly spoke about "Effective Lobbying: Getting Politicians on-side." Her speech echoed many of the points made in the preceding sessions. Like Briskai Lund, she emphasized the importance of forming alliances with other women to lobby for women's issues. She noted that women understand infra-structures very well and can utilize this knowledge to effect political change. Marzari admitted that what women are really

after is revolution, not lobbying. She urged women in the university to recognize that they are a microcosm of the status of women everywhere, and they must challenge the inertia of our institutions. Like Jane Gordon, Marzari feels that women need to remind themselves of the changes that have already come about, so that they will feel more directed to undertake the tedious committee work so often relegated to them. Like Jane Gaskell, Marzari emphasized the importance of this work as a means of providing an impetus for change.

Rosemary Brown was the final speaker of the conference responsible for summarizing the challenges which women confront not only in their academic lives but in the political arena as well. She began by reminding the audience that young women who are benefitting from the feminist struggle are unaware of the history that led to their acceptance by the academy. She feels that we must make these women aware of our struggles, reminding them that it was "revolution, not evolution" that brought us to where we are. Brown's speech re-emphasized many of the points made by the previous speakers about coalition building and the use of pressure politics. She also emphasized that the universities are full of information about women that politicians need to know, yet this information remains entombed in research banks and scholarly journals. She suggested that each of us might make an attempt to share information about our disciplines, perhaps we might even privately "adopt a politician" treating the politician as we would a slow learner, teaching and re-teaching the things we feel the politicians should know. Finally, she suggested that the two primary ingredients in effecting change are courage and perseverance. The efficacy of these qualities was immediately apparent to the audience, since courage and perseverance have been the basis of Rosemary Brown's own career in politics and the university.

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cherchent à entrer à l'université. Mme Finn a également parlé de la pertinence des conventions collectives, faisant remarquer que ce qui fonctionne dans le cas d'une université peut ne pas nécessairement fonctionner dans le cas d'une autre. Finalement, elle a passé en revue le processus de rédaction et de négociation des clauses des conventions collectives, appuyant sur le fait qu'il faut laisser une marge entre la situation idéale et le minimum acceptable, afin de s'assurer que les nouvelles clauses soient d'une certaine utilité réelle.

Le problème crucial des travailleurs et travailleuses à temps partiel était au centre du troisième atelier. Madame Rebecca Coulter de l'Université Windsor était la présidente de la séance. "Les femmes, le travail à temps partiel et le défi qui se pose aux associations de professeurs". Les conférencières, Mesdames Maroussia Ahmed et Isik Zeytinoglu, toutes les deux de l'Université McMaster, se sont servies de l'étude qui avait récemment été faite à leur institution comme exemple de sous-évaluation du travail à temps partiel. Les discussions ont porté sur les recommandations visant à améliorer la situation des travailleurs et travailleuses à temps partiel et le défi aux associations de professeurs qui s'attaquent au problème. Plusieurs travailleurs et travailleuses à temps partiel songent à former leurs sections locales ou à se joindre à d'autres syndicats si les associations de professeurs continuent à négliger la situation.

L'une des caractéristiques de l'atelier était le temps consacré aux séances par groupes d'intérêt. Plusieurs personnes en ont profité pour organiser des séances portant sur des sujets d'intérêt particulier, comme le lobbying et la loi sur l'équité en matière d'emploi.

Un concert exceptionnel de Madame Louise Rose, pianiste de jazz et chanteuse, a mis un terme à la première journée d'activités. Son tour de chant présentait de la musique composée par et au sujet des femmes. En plus de sa relation spéciale avec l'auditoire, le spectacle de Mme Rose a donné une connotation sensuelle au temps et au travail de femmes.

La dernière journée de l'atelier a débuté par une session plénière, "Se mobiliser pour essayer de faire bouger le système", présidée par Mme Lorelei Cederstrom de l'Université Brandon.

La première conférencière, Madame Jane Gordon, a parlé de ce que les associations de professeurs peuvent ou ne peuvent pas faire pour améliorer le statut de la femme à l'université. En pratique, elle a insisté sur le fait qu'il faut que les femmes s'impliquent activement dans leurs associations de professeurs. Elle a parlé du besoin de solidarité et de la constitution de groupes de femmes afin d'encourager les changements de politiques qui bénéficient aux femmes. Elle a incité les femmes à regarder les gains qui ont été accomplis, dont les politiques en matière de garderies, plutôt que de s'attarder sur les problèmes qui restent à résoudre.

Madame Briskai Lund de l'Université de Victoria a parlé de nouer des liens avec des femmes de la collectivité afin d'effectuer des changements. L'université ne devrait pas considérer la communauté comme un laboratoire de recherches mais plutôt comme les racines à partir desquelles l'université croît et s'épanouit, à-t-elle fait remarquer.

Madame Jane Gaskell de l'Université de Colombie-Britannique a parlé du travail visant à faire bouger les comités et les départements. Elle a indiqué que même une voix féministe à l'intérieur d'un comité mineur peut aider à exercer une faible pression en faveur d'un changement. Les femmes siègent sur les comités peuvent renseigner les membres de ceux-ci sur les problèmes que vivent les femmes et aider à faire prendre conscience des problèmes et des inéquités des femmes, ce qui jettera les bases d'un changement.

Lors d'une séance spéciale, le sujet de l'allocation de Madame Darlene Marzari, députée du NPD à l'Assemblée législative de la Colombie-Britannique, était "Des pressions efficaces pour obtenir l'appui des politiciens". Son allocation a repris plusieurs des points mentionnés lors des sessions précédentes.

Tout comme Mme Briskai Lund, elle a appuyé sur l'importance des s'associer à d'autres femmes dans le but de faire du lobbying sur des problèmes spécifiques aux femmes. Elle a fait remarquer que les femmes comprennent très bien les infra-structures et peuvent utiliser cette connaissance dans le but d'obtenir des changements politiques. Mme Marzari a reconnu que ce que les femmes recherchent réellement, c'est une "révolution" et non faire du lobbying. Elle a incité les femmes dans les universités à reconnaître qu'elles font partie du microcosme global du statut de la femme et qu'elles doivent ébranler l'inertie de nos institutions. Tout comme Mme Jane Gordon, Mme Marzari estime que les femmes doivent se rappeler des changements survenus, de manière à ce qu'elles se sentent d'avantage encouragées à entreprendre le travail fastidieux de comités auquel on les a si souvent reléguées. Tout comme Mme Jane Gaskell, Mme Marzari a insisté sur l'importance de ce travail tant que moyen de donner un coup de pouce au changement.

Madame Rosemary Brown était la dernière conférencière de l'atelier, responsable de donner un aperçu des défis que les femmes ont à relever, non seulement dans leur vie universitaire mais aussi dans l'arène politique. Elle a commencé en rappelant à l'auditoire que les jeunes femmes qui profitaient des luttes féministes ne connaissent pas l'histoire qui a mené à leur entrée à l'université. Elle estime que nous devons faire connaître nos luttes à ces femmes, leur rappelant que c'est une "révolution et non une évolution" qui nous a amené là où nous sommes. L'allocation de Mme Brown a repris plusieurs des points soulevés par les conférencières précédentes au sujet de la création d'une coalition et de l'utilisation de pressions en politique. En outre, elle a appuyé sur le fait que les universités regorgent de renseignements concernant les femmes dont les politiciens ont besoin mais qui demeurent enfouis dans des rapports de recherches et des journaux universitaires. Elle a suggéré que chacune d'entre nous essaie de partager des renseignements au sujet de nos disciplines et de, peut-être, "adopter un politicien", le traitant comme une personne qui apprend lentement en lui montrant et re-montrant ce que nous savons au sujet d'un politicien devrait savoir. Finalement, elle a indiqué que les deux principaux ingrédients de changements sont le courage et la persévérance. L'effet de ces qualités sur l'auditoire a tout de suite sauté aux yeux, étant donné que le courage et la persévérance ont été le fondement de la carrière politique et universitaire de Mme Rosemary Brown.

ATELIER SUR LES PENSIONS

COOPERATIVE DE NEGOCIATION COLLECTIVE DE L'ACPU

Un atelier d'une journée sur les problèmes reliés aux pensions se tiendra entre 9h00 et 18h00 le 2 février à l'hôtel Château Laurier d'Ottawa. Les sujets abordés seront les dispositions souhaitables dans un fonds de pension, les contraintes législatives et actuariales, la manière dont les associations peuvent prendre contrôle de leur régime de pension ainsi que des stratégies pour l'avenir. Les conférenciers et présidents d'atelier seront M. R. Bercov (Université de l'Alberta), M. J. Ian McDonald (Université York), M. G. Nader (Université Trent), Mme M. Ozier (Université Dalhousie), M. W. Pfaffenberg (Université de Victoria), M. R. Putagunta (Université Lakehead) de même que M. B. Winter (Université d'Ottawa).

Les personnes qui désirent assister à cet atelier devraient communiquer avec leur association de professeur afin d'obtenir de plus amples renseignements ainsi que les coûts. Le nombre de places est limité. Les réponses des associations de professeurs locales devraient donc être reçues avant le milieu du mois de janvier 1989.

Commissioned Research

Next spring the Canadian Institute for International Peace and Security will award two contracts for Commissioned Research projects.

The maximum amount of each award will be \$100,000 for a two-year project.

Proposals should be in one of the following subject areas:

- 1) the costs of Canadian defence - requirements to the year 2010;
- 2) a new Canadian look at international security;
- 3) the nature and extent of future Canadian involvement in Southern Africa.

Awards will normally go to Canadians or teams of researchers in which Canadians are prominent.

The deadline for submissions is 20 February, 1989. Awards will be decided by the Research Committee of the Board, and announced in May 1989.

Additional written information on these awards may be obtained by contacting:

The Research Division
The Canadian Institute for International Peace and Security
Constitution Square
9th Floor
350 Albert Street
Ottawa, Ontario
K1R 7X7
Tel: (613) 990-1593



THE UNIVERSITY OF MANITOBA

HEAD DEPARTMENT OF COMPUTER SCIENCE

Applications and nominations are invited for the position of Head of the Department of Computer Science at the University of Manitoba. The Department consists of 33 faculty members and offers undergraduate programs including a co-op program, and M.Sc. and Ph.D. programs. The term of a Head in the Faculty of Science is normally five years.

The academic appointment will be at a rank and salary consistent with qualifications and experience.

The successful candidate will be able to provide effective leadership to a department that is strong in both teaching and research.

Responses from both women and men are encouraged. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

Applications should be received by January 31, 1989, and the appointment will take effect July 1, 1989. Please forward applications to: C.C. BIGELOW, DEAN, FACULTY OF SCIENCE, 250 MACHRAY HALL, UNIVERSITY OF MANITOBA, WINNIPEG, MANITOBA, CANADA, R3T 2N2.

Vice-Rector, Academic

Concordia University is seeking to appoint a Vice-Rector, Academic. This appointment is for a five-year term, is renewable and would commence as soon as is feasible.

The Vice-Rector, Academic, together with the Secretary-General, the Vice-Rector, Institutional Relations and Finance and the Vice-Rector, Services, reports directly to the Rector and Vice-Chancellor.

The Vice-Rector, Academic is, after the Rector, the senior academic officer of the University and is responsible for the overall academic life of an institution which has 25,000 full and part-time undergraduate and graduate students. The following officers report directly to the Vice-Rector, Academic: the Associate Vice-Rector, (curriculum and Planning), the Associate Vice-Rector (Research), the Dean of Arts and Science, the Dean of Commerce and Administration, the Dean of Engineering and Computer Science, the Dean of Fine Arts, the Dean of Graduate Studies, the Director of the Centre for Mature Students, the Director of Continuing Education, the Director of Faculty Personnel, the Director of the Lacolle Centre, the Director of the Learning Development Centre and the Director of Off-Campus Education.

Candidates must present evidence of a strong commitment to flexible but rigorous education in a multicultural, urban environment. Background in university teaching, research and administration is essential. Ability to conduct business and to participate actively in meetings in French is a requirement of the position.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Confidentiality of applications and nominations is assured.

Applications and nominations, with biographical information, should be sent by 20 January 1989 to:

Dr. Patrick Kenniff
Rector and Vice-Chancellor
Concordia University
1455 de Maisonneuve Blvd. West
Montréal, Québec
H3G 1M8



Vice-Recteur ou vice-rectrice à l'enseignement et à la recherche

L'Université Concordia est à la recherche d'un vice-recteur ou d'une vice-rectrice à l'enseignement et à la recherche. Le mandat est d'une durée de cinq ans, renouvelable. Le ou la titulaire entrera en fonction le plus tôt possible.

Le vice-recteur à l'enseignement et à la recherche, comme le secrétaire général, le vice-recteur aux relations institutionnelles et aux finances et le vice-recteur aux services, rend compte directement au recteur et vice-chancelier de l'Université.

Le ou la titulaire est, après le recteur, le plus haut responsable de l'enseignement et de la recherche dans un établissement qui compte 25 000 étudiants de 1er, 2e et 3e cycles à temps complet et à temps partiel. Les postes suivants relèvent directement du vice-recteur à l'enseignement et à la recherche: vice-recteur associé (programmes et planification), vice-recteur associé (recherche), doyen de la Faculté des arts et des sciences, doyen de la Faculté de commerce et d'administration, doyen de la Faculté de génie et d'informatique, doyen de la Faculté des beaux-arts, doyen des études supérieures, directeur du Centre des étudiants adultes, directeur de l'éducation permanente, directeur du Centre de perfectionnement de l'apprentissage, directeur du Centre Lacolle, directeur du personnel enseignant et directeur de l'enseignement hors campus.

Les candidats et candidates doivent faire la preuve d'un intérêt marqué pour un enseignement souple mais rigoureux dans un milieu urbain multiculturel. Ils ont de l'expérience dans l'enseignement, la recherche et l'administration universitaires. Ils sont en mesure de gérer leurs dossiers en anglais et en français et de participer activement à des réunions tenues dans ces langues.

Conformément aux exigences d'Immigration Canada, le présent avis s'adresse aux citoyens canadiens et aux résidents permanents.

Confidentialité assurée.

Prière d'adresser comme suit demandes d'emploi ou mises en candidatures, accompagnées d'un dossier biographique, au plus tard le 20 janvier 1989:

M. Patrick Kenniff
Rector et vice-chancelier
Université Concordia
1455, boulevard de Maisonneuve ouest
Montréal (Québec)
H3G 1M8



FACULTY POSITION
CELLULAR/MOLECULAR BIOLOGIST
THE MOUNT SINAI HOSPITAL RESEARCH INSTITUTE

The Mount Sinai Hospital Research Institute, Toronto, Canada, has a funded position for a scientist within the Division of Cancer and Cell Biology. The Division is currently undertaking major interdisciplinary research programs in a number of areas including molecular and cellular biology of the metastatic phenotype, genetics of tumor progression, structure / function aspects of cell surface glycosylation in cancer behaviour and treatment, oncogenes, molecular aspects of gene regulation in differentiation and development. The Research Institute, built in 1985, is affiliated with the University of Toronto and members of the Division hold cross-appointments in the Department of Biophysics (Medical Genetics). The appointment will be at a rank commensurate with experience and background and will include appointment to the scientific staff of the Research Institute.

Candidates with training in molecular genetics or biochemistry are preferred. Areas of investigation which the division is interested in developing include endothelial cell function and angiogenesis and developmental biological aspects of malignancy.

Interested applicants should send an updated c.v. to:

DR. R.S. KERBEL
Head, Division of Cancer & Cell Biology
Mount Sinai Hospital Research Institute
600 University Avenue,
Toronto, Ontario. M5G 1X5

MOUNT SINAI HOSPITAL
600 University Ave. Toronto, Ontario
Canada M5G 1X5

Algoma University College

Algoma University College, Sault Ste. Marie, seeks to make a faculty appointment in Commerce and Business.

This is a tenure-track position, teaching General Business Administration; ability to teach Marketing, Accounting, and other business areas is an asset. We are seeking a candidate committed to excellence in teaching, preferably with a completed Doctoral degree and relevant teaching experience.

Rank and salary commensurate with qualifications. Algoma University College is a small but growing institution committed to excellence in undergraduate teaching. We offer Bachelor's degrees in 16 areas of Arts and Sciences, and are expanding our programs and enrollment in the Business area with the creation of a Bachelor of Business Administration degree. We are affiliated with Laurentian University of Sudbury.

Located in scenic Northern Ontario, AUC offers a high quality of life coupled with a challenging academic environment and a competitive salary and benefits package.

Applicants should submit a letter of application, with a current Curriculum Vitae and names of three referees, to:

Dr. Thomas A. Allaway Academic Dean
Algoma University College
1520 Queen Street East
Sault Ste. Marie, ON
P6A 2G4

In accordance with Canadian Immigration Policies this advertisement is directed primarily at Canadian citizens and permanent residents. AUC is an equal opportunity employer.

The University of Winnipeg

PRESIDENT

The University of Winnipeg invites applications and nominations for the position of President and Vice-Chancellor.

The President and Vice-Chancellor is the chief executive officer of the University, a member of the Board of Regents and chair of the Senate. In addition to responsibility for the University's academic and business affairs, other powers and duties may be assigned by the Board of Regents.

The successful candidate will have a respected record of administrative achievement in education, business or public administration and will possess strong skills in government relations.

The University of Winnipeg is a liberal arts institution located in downtown Winnipeg. Established as a university in 1967 on a foundation built by the Presbyterian, Methodist and later United Churches, the University takes pride in its heritage and maintains an affiliation with the United Church of Canada. Now a provincially-funded institution, The University of Winnipeg currently has 7400 full and part time students enrolled in undergraduate courses in Arts, Science and Theology. Additional opportunities for study are provided through our Collegiate, adult joint masters programs, and our Continuing Education division. The annual combined operating and capital budget is approximately \$30 million.

Both men and women are invited to apply. Expected starting date is September 1, 1989 or as close thereto as possible. Salary and terms of office are negotiable. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

Applications or nominations with curriculum vitae should be sent by January 15, 1989.

Dr. Roger Kingsley, Secretary
Presidential Search Committee
The University of Winnipeg
515 Ponage Avenue
Winnipeg, Manitoba
R3B 2E9



University of Alberta Edmonton

Assistant Professor Clinical Pharmacy (Family Medicine)

Applications are invited for a full-time Assistant Professor position in the Faculty of Pharmacy and Pharmaceutical Sciences with a cross appointment in the Department of Family Medicine. The successful candidate will be expected to undertake research and to instruct pharmacy and medical, undergraduate and graduate students and residents. There is also a requirement to develop and provide clinical pharmacy patient care services at the Family Clinic associated with the Department of Family Medicine.

Candidates are expected to have academic qualifications beyond the undergraduate pharmacy degree with expertise in Family Medicine or a related field and be eligible for licensure to practise pharmacy in Alberta.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Rank and salary will depend on qualifications and experience. Interested persons should submit a curriculum vitae along with the names of three references by 30 January 1989. Starting date to be as soon as possible after above deadline.

Dean J.A. Bachynsky
Faculty of Pharmacy and
Pharmaceutical Sciences
3118 Dentistry/Pharmacy Centre
University of Alberta
Edmonton, Alberta T6G 2N8

The University of Alberta is committed to the principle of equity in employment.

LANSDOWNE CHAIR

Humanities Division
Faculty of Arts and Science
University of Victoria
Victoria, British Columbia, Canada

Applications are invited for a Lansdowne Chair in the Humanities, with special responsibility for Humanities interdisciplinary studies, the appointment to begin as of July 1, 1989 or July 1, 1990. Applicants should have distinguished records in publishing and teaching, scholarly and teaching interests that could contribute to more than one department, and the capacity to provide academic leadership in Humanities interdisciplinary research and teaching. Salary is negotiable. Rank is at the level of senior Associate professor or professor.

The Humanities Division includes the Departments of Classics, English, French, Germanic Studies, Hispanic and Italian Studies, History, Linguistics, Pacific and Asian Studies, Philosophy, and Slavic Studies. It has a new program in Medieval Studies and administers the University's program in Women's Studies. Applications that affect one or more of the following Departments are particularly encouraged: Classics, English, History and Philosophy.

The University of Victoria has approximately 11,000 undergraduate students, 1,000 graduate students, and 500 faculty, of whom 114 are in the Humanities. In addition to the Faculty of Arts and Science, the University has Faculties of Education, Law, Engineering, Fine Arts, Human and Social Development, and Graduate Studies.

Canadian Immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. Women are particularly encouraged to apply.

Applicants are requested to include with their letter of application and curriculum vitae a brief statement of what they conceive to be the scope and promise of interdisciplinary research and study in the Humanities. Applicants are also requested to have three referees send a letter of reference directly to the Lansdowne Search Committee by January 20, 1989, the closing date of applications. Please address all correspondence to Dr. Edward Berry, Dean of Humanities and Chair, Lansdowne Search Committee, University of Victoria, P.O. Box 1700, Victoria, B.C., Canada, V8W 2Y2. Telephone: (604) 721-7065. Telex: 049-7222. FAX (604) 721-8653.

The University of Victoria offers equal employment opportunities to qualified male and female applicants.

UVic
UNIVERSITY OF VICTORIA

LANDSCAPE ARCHITECTURE UNIVERSITY OF BRITISH COLUMBIA



Applications are invited for a tenure-track position, Assistant Professor position, commencing preferably no later than September 1, 1989 at the University of British Columbia. Applications should be received no later than January 31, 1989. A Ph.D. with at least one design degree is required. The position involves a two-third commitment to the Landscape Architecture Program, Department of Plant Science, Faculty of Agricultural Sciences and a one-third commitment to the Department of Forest Resources Management, Faculty of Forestry. Duties include lecture courses in recreation site design, visual resource management, studies courses in landscape planning and design, and supervision of graduate and undergraduate students. The candidate is expected to develop an independent research program in landscape planning and management. Salary will be based upon qualifications and experience.

Applications, including curriculum vitae, sample of design-planning research work, and the names of three referees should be sent to Douglas D. Paterson, Director, Landscape Architecture Program, Department of Plant Science, University of British Columbia, #248-2257 Main Mall, Vancouver, B.C., V2T 2A2. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia offers equal opportunity for employment to qualified male and female candidates.

Subject to final budgetary approval



MOUNT SAINT VINCENT UNIVERSITY

Invites Nominations and Applications
for appointment to:

THE CHAIR IN WOMEN'S STUDIES

The Chair is designed to bring to the University visiting scholars in Women's Studies or persons in public life who have contributed to the advancement of women, for a term ranging from one to two years, renewable, beginning September 1, 1989 (negotiable). The holder of the Chair should be a distinguished scholar or generalist of stature. Duties associated with the chair include public presentations for audiences on and off campus, the teaching of one course in Women's studies and the continuation of on-going research.

Nominations and/or applications, the latter accompanied by a curriculum vitae and the names and addresses of three referees, should be sent prior to March 1, 1989, to:

Dr. Susan M. Clark
Women's Studies Chair Committee
Mount Saint Vincent University
Halifax, Nova Scotia
B3M 2J6

Wilfrid Laurier University WATERLOO, ONTARIO

VICE PRESIDENT: ACADEMIC

Wilfrid Laurier University has an enrolment of approximately 5,000 full-time students and 2,800 part-time students in its Faculties of Arts and Science, Business Administration and Economics, Music, Social Work and Graduate Studies. At the graduate level WLU offers M.A., M.B.A., M.S.W. and D.S.W. programs. Long known for the high quality of its undergraduate instruction, WLU has in recent years emphasized the development of graduate programs, faculty research through substantial support from external granting agencies, and involvement in new Centers of Excellence. The position presents challenging opportunities for academic leadership and requires a keen sense of vision and communication. As well as being responsible for the supervision of the academic development of the university's five faculties, the Vice President: Academic oversees the computing center, the library, co-operative education, part-time studies and the WLU Press. The appointment will commence May 1, 1989, or at a mutually agreeable date, and normally be for five years, renewable. Candidates should have an earned doctorate, extensive university level teaching experience, demonstrated scholarly ability, and an appropriate background in university administration.

The incumbent is not seeking reappointment to this position. Nominations and applications, accompanied in the latter case by a resume of qualifications and the names of three referees, should reach the undersigned by January 15, 1989.

Dr. John A. Weil, Chairman
Search Committee for Vice President: Academic
Wilfrid Laurier University
Waterloo, Ontario
N2L 3C5

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Candidates are informed that Wilfrid Laurier University is implementing steps to become a smoke-free environment.

Projets de recherche commandés

Le printemps prochain, l'Institut canadien pour la paix et la sécurité internationale confiera à contrat l'exécution de deux grands projets de recherche. Dans chaque cas, les fonds accordés ne dépasseront pas 100 000\$ (projet de deux ans).

Les propositions doivent porter sur un thème tombant dans une des catégories suivantes:

- 1) le rôle de la défense du Canada - les budgets nécessaires d'ici l'an 2010;
- 2) une nouvelle perspective canadienne sur la sécurité internationale;
- 3) la nature et l'étendue de l'intervention du Canada en Afrique australe dans l'avenir.

Les contrats seront généralement accordés à des Canadiens ou à des équipes de chercheurs comprenant principalement des Canadiens et des Canadiennes.

Les propositions doivent nous parvenir le 20 février 1989 au plus tard. Le Comité de la recherche, qui relève du conseil d'administration, statuera sur les projets et il fera connaître sa décision en mai 1989.

La Division de la recherche
L'Institut canadien pour la paix et la sécurité internationale
Constitution Square
9e étage
360, rue Albert
Ottawa (Ontario)
K1R 7X7
Tel: (613) 990-1593

Faculty of Administration

DEAN

Nominations and applications are sought for the position of Dean of the Faculty of Administration. The position is available from July 1, 1989 and the appointment would normally be for five years, renewable. The incumbent Dean has decided against renewal of his appointment to pursue other academic interests at the University.

The Faculty of Administration has 36 faculty members and offers a wide range of programmes in business and public administration to the master's level. The programmes have more than 1,200 students enrolled. It is located on the Fredericton campus of the University.

An outstanding candidate is sought. The position will be of interest to persons holding an earned doctorate in an appropriate field and having significant experience and accomplishments in teaching, research and academic administration, and/or persons with high level accomplishments in Canadian business or government. Salary and other terms are negotiable and competitive.

The University of New Brunswick is the leading provincial anglophone university and offers a full range of programmes to some 7,500 full-time and 2,500 part-time students.

Applications and nominations should be submitted to: Dr. R. E. Burridge, Vice-President (Academic), University of New Brunswick, Old Arts Building, Room 105, Fredericton, NB, E3B 5A3.



The closing date for applications and nominations is December 31, 1988.

UNIVERSITY OF NEW BRUNSWICK



Lakehead University A Northern Vision

DIRECTOR OF THE SCHOOL OF EDUCATION

Applications and nominations are invited for the position of Director of the School of Education in the Faculty of Professional Studies at Lakehead University. The University has an enrolment of 3,800 full-time, 3,300 part-time students, and 250 graduate students and is located in Thunder Bay, a city of approximately 125,000.

The School of Education has a complement of 30 full-time faculty members and many sessional instructors. Through both concurrent and consecutive programming, including a unique concurrent B.A./B.Ed. program for students of Native ancestry, the School serves over 500 students seeking the B.Ed. degree and initial teacher certification. Additional qualification courses are offered to over 600 educators on and off-campus. Approximately 100 part-time and full-time students are enrolled in the Master of Education program.

A candidate should be an outstanding teacher and researcher, and should have the necessary skills to provide leadership for the School. The position involves teaching and research. A candidate will be expected to maintain and extend the School's close relationship with the school boards in Northwestern Ontario. The appointment will be made at a senior academic rank, effective 1 July 1989, for a period of three years, renewable.

In accordance with Canadian Immigration requirements, applications from Canadian citizens or permanent residents will be given preference.

Submit applications and nominations with curriculum vitae along with the names and addresses of three referees by February 1, 1989, to:

Dr. Dianne L. Common
Dean of the Faculty of Professional Studies
Lakehead University
Thunder Bay, Ontario
P7B 5E1

AN EQUAL OPPORTUNITY EMPLOYER



THE UNIVERSITY OF MANITOBA

Invites applications and nominations for the position of
DIRECTOR, SCHOOL OF MUSIC

The School of Music offers four-year programs leading to the degree of Bachelor of Music in four concentrations: Performance, Composition, Music History, and General Music, and the five-year integrated Bachelor of Music/Bachelor of Education degree. Ensemble work is included in all years of the program. There is a complement of 13 full-time and 20 part-time academic staff, three support staff, and some 85 full-time and 35 part-time undergraduate students. The School also operates a preparatory division as a service to the community-at-large.

Candidates should have demonstrated leadership ability and administrative experience with a clearly articulated perception of a School of Music in the university and community settings. Credentials should include a doctorate or equivalent experience and record of success in teaching and in one or more of research, performance and composition.

Both women and men are encouraged to apply. In accordance with Canadian Immigration, priority will be given to Canadian citizens or permanent residents.

The appointment is planned for July 1, 1989, normally for a five-year term. Nominations and applications, with the names of three referees, should be directed no later than February 15, 1989 to: M. VASEY GENSER, ASSOCIATE VICE PRESIDENT AND CHAIR, ADVISORY COMMITTEE FOR THE DIRECTOR OF MUSIC, ROOM 208 ADMINISTRATION BUILDING, THE UNIVERSITY OF MANITOBA, WINNIPEG, MANITOBA, R3T 2N2.



McGill

NOTICE OF VACANCY

The Department of History, McGill University, invites applications for an anticipated tenure-stream appointment in Italian Renaissance History, at either the Assistant or Associate professor level, to begin on September 1, 1989. Applicants should hold the Ph.D., and have publications and teaching experience. Please address enquiries and applications, including c.v., and have three letters of recommendation forwarded to:

The Chairman
Department of History
McGill University
855 Sherbrooke St. W.
Montreal, Quebec
H3A 2T7

Closing date for applications is December 31, 1988.

In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

SENIOR LAB INSTRUCTOR - PHYSICAL CHEMISTRY

The Department of Chemistry invites applications for a Senior Laboratory Instructor position, effective July 1, 1989, to be responsible for the development of new experiments and overall coordination of the laboratories. Duties will include participating in and managing the preparation and demonstration of physical chemistry laboratory experiments, principally at the second, third, and fourth year levels.

QUALIFICATIONS: M.Sc. or preferably Ph.D. in Chemistry, with appropriate experience in laboratory administration.

SALARY RANGE: \$25,810 to \$30,365 per annum (\$34,920 Ceiling)

Please apply in writing, including a resume of education and experience as well as names of at least three referees to: Dr. G. A. Poulton, Chairman, Department of Chemistry, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2 no later than January 31, 1989.

The University of Victoria offers equal employment opportunities to qualified male and female applicants.





**University of Alberta
Edmonton**

Carthy Foundation Chair in Business Faculty of Business

Applications are invited for the Carthy Foundation Chair in Business in the Department of Marketing and Economic Analysis. The chairholder will be appointed in the general area of marketing and will be an active researcher and teacher of wide repute. The chairholder is expected to provide intellectual leadership and will be entitled to a discretionary expense allowance to assist in discharge of this responsibility. He/She will be expected to interact with colleagues and contribute to leadership in the Department of Marketing and Economic Analysis and the Faculty of Business. Salary is negotiable depending on experience and qualifications. An attractive and competitive salary is made possible by the generosity of the Carthy Foundation.

The University of Alberta, the second largest university in Canada, is located in Edmonton, a city of 700,000.

For further details, contact:

Stuart McFadyen
Chairman of the Selection Committee
Faculty of Business
University of Alberta
Edmonton, Alberta, Canada
T6G 2R6

The University of Alberta is committed to the principle of equity in employment.

FACULTY OF ARTS

Nipissing University College requires qualified university instructors to teach the following courses, pending Senate approval.

Spring Session 1989
(April 17, 1989 to June 30, 1989)

ENGL 3135E: Victorian Literature or
ENGL 3115E: English Literature of the Romantic Period
GEOG 2605E: Regional Geography: Theory and Application
HIST 2605E: Modern Germany
PSYC 3105E: Comparative psychology or
PSYC 2705E: Motivation and Emotion
SOCI 1015E: Understanding Sociology
SOCI 20087E: The Child and Society/The Adolescent and Society
SOCI 20467E: The Minority Groups in Canada/Minority Groups
Throughout the World
SWFL 3705E: Law and Social Welfare

Summer Session 1989
(July 3, 1989 - August 16, 1989)

ANTR 1005E: Introduction to Anthropology
ANTR 2035E: Ethnology of North American Native Peoples
CLAS 2005E: Greek Mythology
PSYC 2305E: Psychology of Industry and Work
SOCI 2095E: Sociology of Education

Applicants are expected to possess a Ph.D. or near completion.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

The stipend is \$4,800 (under review) plus moving and accommodation allowances. Please send a curriculum vitae and arrange to have three letters of reference sent to Dr. Roman Brzowski, Dean of Arts at:



**Nipissing
University College**
Affiliated with Laurentian University

Box 5002, North Bay, Ontario P1B 8L7 (705) 474-3450



A national centre for the promotion and generation of research and uniquely Canadian professional development courses in higher education administration, HERO presents its education program.

Ninth Annual University Management Course

This established course is designed to enhance the managerial and leadership skills of department heads, associate deans, and directors of administrative units with direct responsibility for recommending and implementing policies within major units or on a university-wide basis. Course curriculum will address issues of organizational behaviour, labour relations and negotiation, the management of stress and change, finance and the impact of budget systems on professional activity.

May 6-13

Quinsler Lodge
Victoria, B.C.

June 10-17

Banff Centre for Continuing Education
Banff, Alberta

Senior University Administrators Program - Managing Change

This program invites individuals such as vice-presidents, deans and directors, who have significant policy and/or managerial responsibility for faculty and/or support units to enhance specialized skills important to the management of change within the academy. The curriculum will provide an in-depth examination of the behavioural aspects of change including team building and overcoming resistance, negotiating skills useful to the resolution of conflict amongst constituent groups, the impact of individual leadership styles, and strategies to enhance the vigour of faculty and staff.

February 25 - March 3

Auberge Mont Gabriel
Mont-Roland, Quebec

Women in Management

Designed for women faculty and staff in post-secondary institutions who seek to enhance their leadership and management skills in preparation for administrative positions during their professional careers. Further program announcements forthcoming.

Nominations from institutions and applications from individuals will be accepted. Participation in courses is limited; early application is advised. Detailed information and registration materials are available from:

Dr. S. L. Bond, Director
Higher Education Research and Development (HERO)
631 Drake Management Building
The University of Manitoba
Winnipeg, Manitoba, R3T 2N2
(204) 474-8309

Gender specific language in advertisements

The Executive of CAUT has adopted the policy that the Bulletin shall not accept advertisements using gender specific language except when that language has been mandated by human rights legislation.

Des annonces non sexistes

Le Comité de direction de l'ACPU a adopté comme politique de ne pas accepter la publication dans le Bulletin d'annonces utilisant un langage sexiste à moins que la législation sur les droits de la personne ne le permette.

UNIVERSITY LIBRARIAN

The University of Windsor requires an energetic and responsive University Librarian who will administer the main Luddy Library and the Faculty of Education Library. The University Librarian reports to the Vice-President-Academic and is a member of the Council of Deans. The University Librarian represents library interests persuasively both within the University community and externally.

The incumbent will provide leadership in a collegial setting. The position requires a clear understanding of the role of an academic research library; knowledge of new library technologies; an ability to establish and maintain effective communications and relationships with library staff, faculty and students as well as with senior administrators; and, an understanding of the issues facing librarianship and higher education generally.

Canada's southernmost university, the University of Windsor is growing with 9,000 full-time and 4,500 part-time students currently enrolled in 9 Faculties including the Faculty of Graduate Studies and Research. Its curricular and research interests are served by the main library, with collections in excess of 1 million volumes, an annual budget of 4.6 million dollars and a staff of 90 including 24 librarians. Implementation of NOTIS is underway.

The successful candidate will have sufficient scholarly and professional achievements to merit appointment at a senior rank, including an accredited graduate degree in Library or Information Science and, preferably, another graduate degree. The initial appointment will be for a term of five years with eligibility for renewal. Compensation is competitive, and related to credentials and experience.

In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Windsor is committed to the principle of equity in employment. Qualified women candidates are particularly invited to apply.

Consideration of applications will commence January 15, 1989 and continue until an appointment is made. Please send applications with curriculum vitae and the names of three referees to:

Dr. Gordon Wood, Vice-President - Academic
Chair, Librarian Search Committee
University of Windsor
Windsor, Ontario
N9B 3P4



**Hong Kong
Polytechnic**

Director: Dr. John L. Clark

HEAD, DEPARTMENT OF BUILDING SERVICES ENGINEERING

with the possible title of
PROFESSOR

Hong Kong Polytechnic was established in 1972. With a student population in excess of 25,000 and a full-time academic staff establishment of close to 1,000, it is the largest of the higher education institutions in Hong Kong, and offers advanced courses spanning a range of awards (up to and including post graduate level) and modes of attendance. Although now close to its planned student capacity, it continues to take a dynamic and vigorous approach to its further development. Including research, consultancy, technology transfer, and partnerships with industry, commerce, and government.

The Department of Building Services Engineering offers a Higher Certificate, B.Eng(Hons) degree and a Higher Diploma in Building Services Engineering. Higher Certificate courses and Endorsement Units are also offered on a part-time day-release or evening basis. The total student headcount for 1988/89 is 756. The Department has an academic staff establishment of 20, with 14 technical and administrative support staff. Research is strongly encouraged and well-resourced in the Polytechnic, with the provision of Readership posts and enrolment of research students. Consultancy services are also offered by the department and a new scheme is currently under consideration.

Candidates should have appropriate academic and/or professional qualifications, together with successful and relevant experience in, for example, tertiary education, industry, the public sector, advanced teaching, research or consultancy. The successful candidate will also be required to demonstrate the personal qualities necessary to lead the department in its diverse functions.

Consideration will be given to the award of the title of Professor to a suitably qualified appointee. It would also be the intention to confer the title upon an appointee currently holding the title.

Salary will be within a range and not less than HK\$35,150 per month. The initial appointment will be made on a fixed term contract of four years at the end of which a gratuity equal to 25% of salary earned over the whole contract period will be payable. Subject to mutual agreement, a further appointment may be offered at the end of the initial contract period, either on the basis of a further gratuity bearing fixed term contract or on superannuable terms. Other benefits include subsidised housing, leave, passages, medical and dental benefits, and children's education allowance.

Applications including curriculum vitae and names of 3 referees should be sent to the General Secretary, Hong Kong Polytechnic, Hung Hom, Kowloon, Hong Kong before December 30, 1988. Further information available from same office.



Communications
Canada

PUBLIC NOTICE

A total of \$25,000 is available from the Department of Communications to assist in the support of seminars, symposia and conferences dealing with the technical, social or economic aspects of telecommunications. University groups desiring to apply for some of this money are asked to submit, on a single sheet of paper, the title of the seminar, symposium or conference, the sponsoring university, an outline of the topic, a description of the major topical questions to be discussed and the proposed budget to:

Director
Policy and Planning
Department of Communications
300 Slater Street, Room 638
Ottawa, Ontario
K1A 0C8

A total of \$5,000 will be available in each of the five regions: Atlantic (New Brunswick, Newfoundland, Nova Scotia, Prince Edward Island), Quebec, Ontario, Central (Manitoba, Saskatchewan, Alberta) and Pacific. The decision to grant a contribution will be based on the benefit to Canada and/or the Department of Communications and how the Department will utilize the results. Payment will be conditional upon the university holding the sponsored event and receipt by the Department of Communications, free-of-charge, of any proceedings or reports of the event which may be published. Closing date for receiving applications is January 31, 1989.

Canada



Communications
Canada

AVIS PUBLIC

Le ministère des Communications dispose d'un total de 25 000 \$ pour aider à financer des séminaires, colloques ou congrès portant sur les aspects techniques, sociaux ou économiques des télécommunications. Les universités désireuses de puiser dans ce fonds sont priées d'indiquer sur une seule page le titre de l'activité, le nom de l'université qui l'organise, un résumé du sujet traité, une description des principales questions qui seront abordées dans le cadre de ce sujet, ainsi que le budget proposé et de faire parvenir ces renseignements au:

Directeur
Politique et planification
Ministère des Communications
300, rue Slater, pièce 638
Ottawa (Ontario)
K1A 0C8

Un total de 5 000 \$ sera mis à la disposition de chacune des cinq régions: Atlantique (Nouveau-Brunswick, Terre-Neuve, Nouvelle-Ecosse, Île-du-Prince-Édouard), Québec, Ontario, Centre (Manitoba, Saskatchewan, Alberta) et Pacifique. La décision d'accorder une aide financière sera prise en fonction de l'avantage que le Canada ou le ministère des Communications, ou les deux, tireront de l'événement en question, et de la manière dont le Ministère pourra utiliser les résultats. Le versement sera effectué à condition que la rencontre organisée par l'université ait lieu et que le Ministère reçoive à titre gratuit les actes ou rapports du séminaire, colloque ou congrès susceptibles d'être publiés. La date limite pour la réception des demandes est le 31 janvier 1989.

Canada



McGill

SCHOOL OF SOCIAL WORK

Applications are invited for a tenure track position in social work at the Assistant Professor level, beginning July 1, 1989. Priority will be given to candidates specializing in one of the following areas:

SOCIAL GERONTOLOGY DISABILITY & REHABILITATION HEALTH CARE

The School is committed to developing these and other specializations in a way which closely relates practice to policy, and which emphasizes their multicultural dimensions.

Responsibilities include: undergraduate and graduate teaching; liaison with field teaching centers; supervision of graduate research/clinical activities; the development of a programme of research related to the area.

Qualifications: doctoral degree in social work or related discipline.

Send curriculum vitae, the names of at least three references, and samples of written work to:

Professor Peter Leonard
Director
McGill University
School of Social Work
3506 University Street
Montreal, Quebec H3A 2A7
CANADA

In accordance with Canadian Immigration regulations, this advertisement is directed, in the first instance, to Canadian citizens or permanent residents. The closing date for applications is February 28, 1989.

DEAN, COLLEGE OF EDUCATION

Brock University invites applications for the position of Dean, College of Education, effective July 1, 1989.

The College includes the Departments of Graduate and Undergraduate Studies, Pre-Service Education and Continuing Studies and offers programs in the following areas: BEd (300 full-time students), MEd (15-20 full-time students and some 600 part-time students) and Continuing Studies (approximately 2,500 course enrolments) - including off-campus programs. The College, which has some 35 full-time faculty, also offers courses which can be used as electives in undergraduate programs in the University (approximately 500 course enrolments).

The University seeks an individual with a significant record of academic achievement in both teaching and research, administrative experience and the ability to interact effectively with faculty, students, staff and the teaching profession (including the Ministry of Education).

Candidates should submit a letter of application together with an up-to-date curriculum vitae and the names of three referees to:



Mr. P. Beard
Secretary to the University,
Brock University,
St. Catharines, Ontario
L2S 3A1

The closing date for the receipt of applications is February 1, 1989.

In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

Brock University is an equal opportunity employer.



University of Alberta
Edmonton

Henry Marshall Tory Chair

The University of Alberta invites nominations and applications for a Henry Marshall Tory Chair in any area of the Humanities, Fine Arts or Social Sciences, including Business, Law, Education, Library Science, Home Economics and Physical Education. The Tory Chairs are intended for outstanding individuals who, by their presence, will enhance the reputation of the University and who can provide leadership and experience for the strengthening of teaching and research in specific disciplines.

Nominations or applications on behalf of, or from, distinguished individuals with international reputations interested in this Chair should be submitted by February 28, 1989 to:

Dr. J. Peter Meckison
Vice-President (Academic)
The University of Alberta
Third Floor, University Hall
Edmonton, Alberta, Canada T6J 2J9

The University of Alberta is committed to the principle of equity in employment.

Positions Available / Postes vacants

ACCOUNTING. SAINT MARY'S UNIVERSITY, Department of Accounting. Due to the expansion in our Accounting area, applications are invited for tenure track positions and a terminal position. Qualifications include a Ph.D. or the necessary qualifications in the area. At least one of these positions will be at a senior academic rank. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications will be treated in confidence and should be sent to: Dr. Frank Dougherty, Chairman, Department of Accounting, Saint Mary's University, Halifax, Nova Scotia B3H 3C3.

CONCORDIA UNIVERSITY, MONTREAL, CANADA. Department of Accountancy of the Faculty of Commerce and Administration is inviting applications for tenure track positions in financial accounting, auditing, management accounting and accounting information systems for January or June of 1989. Rank and salary are open and commensurate with the qualifications and experience. Visiting appointments are also available. Ph.D., DBA or ADB (at the final stages) is required. Professional designations is a plus. Research is strongly encouraged and supported with internal and external funding and course load reductions. Department of Accountancy with 30 positions is one of the largest in Canada and in North America. Faculty of Commerce and Administration, with 130 full-time professors teaches to 5,500 undergraduate and 800 graduate students. A Ph.D. program is also offered jointly with three other local universities. The Island of Montreal offers fine European living and culture in the heart of North America. In accordance with the Canadian Immigration requirements, priority will be given to qualified Canadian citizens and permanent residents. Please send resume in confidence to: Dr. Farhad Smyth, Professor and Chair of Department of Accountancy, Faculty of Commerce and Administration, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M6, Canada.

UNIVERSITY OF WATERLOO, Business Administration. Applications are invited for faculty positions from those with teaching and research interests in: (i) financial accounting, (ii) finance, (iii) information systems, (iv) auditing, (v) risk

tion, Ph.D. or equivalent. Salary will depend on qualifications. Appointments effective July 1, 1989 or by arrangement. Appointments available until positions are filled. Send resumes to: Dr. J.R. Hanne, Director, School of Accountancy, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Applications from women candidates are particularly welcome. An Employment Equity Employer.

ADMINISTRATIVE STUDIES THE UNIVERSITY OF WESTERN ONTARIO, Faculty of Social Science. Applications are invited for a limited term appointment. Starting date July 1, 1989. A post graduate degree, successful teaching experience and proven capacity for research are required. Salary, rank and length of appointment will depend on qualifications and experience. Teaching duties normally include two of the following areas: business/public administration, business law, decision analysis, information studies, organizational behaviour, technology and change. Applications (with Curriculum Vitae and the names and addresses of three referees) should be sent to Professor I.P. Suttie, Director, Centre for Administrative and Information Studies, Faculty of Social Science, Social Science Centre, The University of Western Ontario, London, Ontario, N6A 5C2.

YORK UNIVERSITY, Faculty of Administrative Studies. Commencing July 1, 1989, and July 1, 1990, faculty positions will be available in the following areas: Accounting, Behavioural Science, Economics, Labour Relations, Finance, Management Science, Management Information Systems, Marketing, Policy & Environment, Management Policy, Production Management. These positions are subject to budget approval and in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity. Qualified women and men are invited to apply. Rank and salary are open.

Successful candidates will be expected to be active in research and to teach in the Ph.D., Masters, and Undergraduate programmes. Contractually Limited Appointments are also available. Please submit curriculum vitae and references to: Dezzo J. Horvath, Dean, Faculty of Administrative Studies, York University, 4700 Keele Street, North York, Ontario, M3J 1P3. Deadline for submissions — when positions are filled.

ANATOMY UNIVERSITY OF SASKATCHEWAN, Anatomist. The Department of Anatomy, University of Saskatchewan, College of Medicine, invites applications for a faculty position at the Assistant Professor level. Applicants should have postdoctoral experience with a strong research program in functional/comparative/evolutionary morphology, craniofacial biology, or human kinetics. The successful candidate will be responsible for teaching gross and neuroanatomy to Physical Therapy students. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Application, including curriculum vitae, names of three referees, and an outline of proposed research and previous teaching experience should be submitted by January 15, 1989, to: Dr. G.D. Burkholder, Department of Anatomy, College of Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0.

UNIVERSITY OF OTTAWA, Applications are invited for one (1) Medical Research Council of Canada Scholarship to be sponsored by the Department of Anatomy. Candidates pursuing research in the area of Cell Biology are encouraged to apply. Preference will be given to individuals who use modern morphological techniques. Well equipped tissue culture and electron microscopic facilities are available. It is anticipated that the position will be transformed into a currently established tenure track appointment. The successful applicant will be sponsored in the 1989 competition for appointment in July 1990. Send by March 1, 1989, a curriculum vitae, statement of research interests, reprints and letters of reference to: Dr. Eunice R. Lee, Department of Anatomy, University of Ottawa, 451 Smyth Road, Ottawa, Ontario, Canada K1H 8M5.

ANIMAL SCIENCE UNIVERSITY OF SASKATCHEWAN, Department of Animal and Poultry Science. 1. Assistant Professor (tenure track). 2. Ph.D. relating to basic monogenic or dominant mutation. 3. Teaching in undergraduate and graduate courses. An independent research program, participation in extension. 4. 1988-89 salary scale \$30,711 - \$59,587, subject to adjustment. 5. Send C.V. and names and addresses of three referees to: Dr. David Christensen, Department of Animal and Poultry Science, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0. In accordance with Canadian immigration requirements this advertisement is directed initially to Canadian citizens and permanent residents. 6. Appointment will be effective July 1, 1989.

ANTHROPOLOGY YORK UNIVERSITY, Faculty of Arts, Department of Anthropology. A tenure track position in socio cultural anthropology, at the Assistant Professor level, beginning July 1, 1989 (subject to final budgetary

approval). The successful candidate must have completed a PhD, with strong general training in the discipline, proven publication and research record, and effective teaching skills at the undergraduate and graduate levels. Specializations preferred (but not exclusively) are one or more of the following: symbolic/cognitive/meaning systems (and variations thereof); applied (in its most innovative and broadly conceived sense); and public policy. Geographical specialization is open. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity. Qualified women and men are invited to apply. Letter of application, detailed curriculum vitae and names of 3 referees, should be sent to: Gus Thaisis, Chair, Department of Anthropology, Faculty of Arts, York University, North York, Ontario, M3J 1P3. Closing date for receipt of applications is February 15, 1989.

UNIVERSITY OF WINNIPEG, The Department of Anthropology, University of Winnipeg. will be staffing a tenure track position, the appointment to begin September 1, 1989 or thereafter. The successful candidate must have the Ph.D. in hand at the time of application. This appointment is subject to budget review. Topical and regional interests are open but the candidate must have strong credentials in introductory level teaching covering the breadth of the discipline. A record of commitment to research in the discipline area is also expected. The department is looking for a candidate who can either strengthen or complement current departmental interests. The department now consists of five full-time faculty with research interests covering varying fields in archaeology, cultural and physical anthropology. Research laboratories and major collections are maintained in all of these areas. The appointment is expected at the assistant professor level. In accordance with Canadian immigration requirements, this advertisement is directed initially to Canadian citizens and permanent residents. Qualified women and men are encouraged to apply. Send application, curriculum vitae, and the names of three referees by January 15, 1989 to: Professor M.S. Chow, Chair, Search Committee, Department of Anthropology, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, Canada R3T 2E3.

McMASTER UNIVERSITY, The Department of Anthropology at McMaster University invites applications for a tenure-track position in physical anthropology to commence July 1, 1989. Applicants will be expected to have a completed Ph.D. and to have teaching and research interests with the department on living populations in Canada and biomedical/genetic problems. Appointment will be at the rank of Assistant/Associate Professor. Salary is commensurate with qualifications and experience. Applications including a current curriculum vitae and the names of three referees should be sent to Professor David Court, Chairman, Department of Anthropology, McMaster University, Hamilton, Ontario, L8S 4L5. In accordance with Immigration Policy, this announcement is directed to citizens and permanent residents of Canada. The appointment is subject to final budgetary approval. The closing date for applications is January 15, 1989.

MOUNT ALLISON UNIVERSITY, Department of Sociology and Anthropology.

Applications are invited for a tenure-track position which will be filled at the rank of assistant professor, subject to budgetary approval. The candidate should have a Ph.D. and a research specialization in socio-cultural anthropology but should be able to teach introductory courses in general anthropology as well. The position will be filled July 1, 1989. The 1987-88 salary range for assistant professor is \$28,689 to \$41,300. Each application should include a curriculum vitae and the names of three referees, and should be sent to: Dr. Patrick L. Baker, Head, Department of Sociology and Anthropology, Mount Allison University, Sackville, New Brunswick E0A 3C0. Closing date for receipt of applications is January 31, 1989. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

UNIVERSITY OF MANITOBA, Applications are invited for a tenure-track appointment at the Assistant or Associate Professor level commencing July 1, 1989 in the Department of Anthropology, University of Manitoba. Candidates must have a completed Ph.D., with strong general training in the discipline, proven publication and research record, and effective teaching skills at the undergraduate and graduate levels. The Department seeks quality over a particular specialization, but will give priority to: 1) an archaeologist with expertise in theory and teaching competence in osteology; or 2) a physical anthropologist with expertise in osteology, human evolution, and/or paleontology; or 3) a cultural anthropologist with research emphasis in Asia, preferably South or Southeast Asia. Both women and men are encouraged to apply. In accordance with Canadian Immigration regulations, priority will be given to Canadian citizens or permanent residents. Rank and salary commensurate with qualifications (the 1989-90 salary for Assistant Professor is \$30,422; for Associate Professor, \$35,295). Applications, including curriculum vitae and the names of three referees, should be sent before February 15, 1989 to: Karen C. Ogden, Chair, Anthropology Search Committee, 315 Fletcher Avenue, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

UNIVERSITY OF TORONTO, The Department of Anthropology. Trent University seeks applications for a tenure track appointment at the Assistant Professor level to begin July 1, 1989. Applicants must have a completed Ph.D. in the archaeology of Northeast North America with a specialization in Ontario prehistory. Duties will include teaching at the graduate and undergraduate level and curation of Ontario collections. Send c.v. and names of two (2) referees to: Chair, Department of Anthropology, Trent University, Peterborough, Ontario, K9J 7B8 by 15 February, 1989. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

McGILL UNIVERSITY, Department of Anthropology. seeks a senior cultural anthropologist specializing in symbolic, linguistic, and ideological aspects of social process and change, with demonstrated achievement at the highest professional level in both theory construction and ethnographic research, to be appointed at the rank of full professor. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and perma-

nent residents of Canada. This competition closes on 5 January 1989. Please write, enclosing c.v. and names and addresses of referees, to Philip Carl Salzman, Chair, Search Committee, Department of Anthropology, McGill University, 855 Sherbrooke Street West, Montreal, Quebec H3A 2T7.

ART & DESIGN UNIVERSITY OF ALBERTA, Teaching Positions in Visual Communication Design and Industrial Design. The Department of Art and Design at the University of Alberta invites applications for two full-time continuing, tenureable appointments in Visual Communication Design and Industrial Design beginning July 1989. Applicants are expected to have a senior degree, diploma, or equivalent experience. Teaching experience is an asset. The Visual Communication Design division concentrates on undergraduate and graduate teaching and research for the design of publications, information, educational materials, and communications of social and cultural interest within the context of social responsibility. Applicants are expected to be conversant with typography and photography and have an active interest in the development of both the practice and the theory of the discipline. The Industrial Design division concentrates on undergraduate and graduate teaching and research for the design of products, furniture, ergonomics, exhibition systems, packaging, and transportation. Applicants are expected to be conversant with design research and methodology, production processes and materials, communication of design ideas, and the social implications of design. Applicants should have an active interest in the advancement of both the practice and the theory of the discipline. The University of Alberta is an academic community of 27,000 students and scholars, situated in Edmonton, a city of 600,000 people, the capital of the Province of Alberta. We expect to fill the positions at the rank of Assistant Professor with a salary range of \$33,144.00 - 36,089.00 per year. The University controls several research funds which tenureable staff are eligible to apply for. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae, application, curriculum vitae, slides of work, and the names and addresses of two referees by February 15, 1989 to: Richard Chandler, Chairman, Department of Art and Design, University of Alberta, Edmonton, Canada T6G 2G9; (403) 432-3281. The University of Alberta is committed to the principle of equity employment.

BIOCHEMISTRY McGILL UNIVERSITY, Faculty of Medicine, Assistant Professor - Department of Biochemistry. Applications are invited for a tenure-track appointment at the Assistant Professor level commencing September, 1989. Applicants should have at least two years postdoctoral experience and must be committed to establishing an excellent independent research program in any area of contemporary biochemistry or molecular biology. Responsibilities also include teaching at the graduate and undergraduate levels, for which experience in protein structure and function may be an asset. Applicants should send a full curriculum vitae, list of publications, a statement of research interests and the names of three referees to: Dr. R.E. MacKenzie, Search Committee, Department of Bio-

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chemistry, McIlroy Medical Sciences Building, 3655 Drummond Street, Montreal, Quebec, Canada H3T 3J4. The University is committed to Employment Equity. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF ALBERTA, Research Associate. Applications are invited for the above position. A Ph.D. in biochemistry and 1-4 years of postdoctoral experience are required. The preferred candidate will have experience in cloning cDNA and other techniques in molecular biology and an interest in applying this approach to phospholipid metabolism. Funds are available on a continuing basis (at least one year), subject to annual confirmation of funding. The salary will be between \$26,021 and \$27,570 per year. The closing date for applications is one month after this is published. Applicants should submit a Curriculum Vitae and the names of three referees to: Dr. D.E. Vance, Lipid and Lipoprotein Research Group, Heritage Medical Research Centre, University of Alberta, Edmonton, Alberta, T6G 2G2, Canada. The University of Alberta is committed to the principle of Employment Equity. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

McGILL UNIVERSITY - ROYAL VICTORIA HOSPITAL, Professional Associate. Position available in the Department of Ph.D. with 4+ years postdoctoral experience in membrane protein biochemistry. Applicant should have experience in some of the following: receptor purification, immunization, peptide HPLC, autoradiography, radioimmunoassay, affinity labelling and related protein chemistry techniques including ultrafiltration and dialysis. Length of the appointment will be for 3-4 years; salary offered \$24,000. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Send resume and names of 3 referees to: Dr. J. D. Potter, Director, Fraser Laboratory, Room M3-15, Royal Victoria Hospital, 687 Pine Avenue West, Montreal, Quebec H3A 1T1.

BIOLOGY

YORK UNIVERSITY, Faculty of Science, Department of Biology. Applications are invited to the position of Assistant Professor in Plant Biology. This is a second new tenure track appointment at this level in the area of plant biology. Applicants should have a Ph.D. or equivalent and a strong record of research productivity in the area of cell biology, molecular biology or physiology of higher plants, algae or fungi. A strong background in plant development is essential. Preference will be given to candidates with expertise in recombinant DNA technology. The successful candidate will implement a policy of employment equity. Qualified women and men are invited to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and state three referees to: Dr. J. D. Potter, Director, Fraser Laboratory, Room M3-15, Royal Victoria Hospital, 687 Pine Avenue West, Montreal, Quebec H3A 1T1. Closing date for applications is January 27, 1989.

ST. FRANCIS XAVIER UNIVERSITY, Arine/Plant Cell Biologist. Applications for a tenure-track position at the Assistant or Associate Professor level are sought from individuals having experience in Animal or Plant Cell Biology. Appointment would be effective July 1, 1989. The research in the Department is strongly aquatic in the areas of animal physiology, endocrinology, ecology, genetics, physiology and biophysics. Teaching will include half courses in cell biology, developmental biology and a course in Integrative Biology at the graduate or graduate level in the area of specialty. Submit a curriculum vitae, and the names and addresses of three referees to: Dr. M.B. Fenton, Chair, Department of Biology, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C6. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be received by January 15, 1989.

MOUNT ALLISON UNIVERSITY, Department of Biology. Applications are invited for up to three one-year term appointments for individuals capable of teaching cell biology, microbiology and genetics. Candidates who can teach in two of these three areas will be preferred but the position exists for instructing upper level courses other than those listed. An applicant should have a Ph.D. in Biology. Duties include undergraduate teaching and research. Subject to budgetary approval, the positions will be filled July 1, 1989 at the rank of Assistant Professor. The 1987-88 salary range for this rank is \$23,000 to \$25,000. An application should include a curriculum vitae, a list of courses to which the candidate could contribute and three letters of reference and should be sent to: Dr. Robert

G. Thompson, Head, Department of Biology, Mount Allison University, Sackville, New Brunswick, E0A 3G9. The closing date for receipt of applications is February 1, 1989. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

JOHN'S UNIVERSITY, Department of Biology. A Research Associate Position for up to 3 years is available immediately to study the roles of H₂O₂ and H₂ in the in vivo oxidation and subsequent crosslinking of proteins. Candidates should have a Ph.D. with postdoctoral experience and have demonstrated proficiency in the analysis of DNA, RNA, and proteins, isotopic methods, mass spectrometry, gas chromatography, mathematical modeling of gas diffusion and enzyme and metabolic analysis in plant tissues. Starting salary is from \$20,000, p.a. Applicants should send a Curriculum Vitae and three letters of reference to: Dr. B.B. Layzell, Biology Department, Queen's University, Kingston, Ontario, Canada K7L 3N6. Closing Date: Jan. 11, 1989. Candidates of either sex are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY, Department of Ecology and Plant Biology. IMMEDIATE: 1 P.D.F. 2 P.D. to participate in a mesocosm studies of selective predation on, to and exclusion of, and experimental analysis of life history traits in variation in larval fishes and its population consequences. Interested candidates should send a CV, representative papers and 3 referees, and clearly specify a firm date of availability. Dr. W.C. Leggett, Department of Biology, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Send resume and names of 3 referees to: Dr. J. D. Potter, Director, Fraser Laboratory, Room M3-15, Royal Victoria Hospital, 687 Pine Avenue West, Montreal, Quebec H3A 1T1.

THE UNIVERSITY OF ALBERTA, Faculty of Business. Applications are invited for full-time tenure track positions for those with teaching and research interests in Accounting, Management Information Systems, Finance, and Marketing. Ph.D. or equivalent required or candidate should be at the completion stage of degree. Salary and rank depend on qualifications. Market supplements ensure that competitive offers are negotiable. Applications normally effective July 1st. Positions subject to availability of funding. Send curriculum vitae and three referees to: Dr. R. S. Sorenson, Director, Business, University of Alberta, Edmonton, Alberta, T6G 2G6. The University of Alberta is committed to the principle of employment equity.

BUSINESS ADMINISTRATION

MOUNT ALLISON UNIVERSITY, Department of Commerce. Applications are invited for a one-year teaching position, starting July 1, 1989, in the above position. An applicant should hold an M.B.A. or a professional accounting designation. Preference will be given to candidates with teaching and research experience. Duties include teaching and research at the undergraduate level in two or more of the following areas: Marketing, Management Information Systems, Finance, Accounting, and Quantitative Methods. The rank at which this appointment may be made will be determined by the salary range for this rank. The 1987-88 salary range for this rank is \$23,000 to \$25,000. An application should include a curriculum vitae, a list of courses to which the candidate could contribute and three letters of reference and should be sent to: Dr. Robert

G. Thompson, Head, Department of Biology, Mount Allison University, Sackville, New Brunswick, E0A 3G9. The closing date for receipt of applications is February 1, 1989. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

UNIVERSITY OF MANITOBA, Faculty of Management. Applications are invited in the areas of: (i) Labour Relations; (ii) Information Systems. Rank is open, based on qualifications and experience. Visiting appointments are also possible. Ph.D. or equivalent with research experience is required. Duties include research and teaching at the undergraduate and graduate levels. Salary is competitive and commensurate with qualifications and experience. Appointment date is open: July 1, 1989 preferred. Application date closes when position is filled. All positions subject to budgetary approval. Applications should be sent to: Dr. G.W. Torrance, Dean, Faculty of Business Administration, University of Manitoba, 560-15th Avenue, Winnipeg, Manitoba, R6T 5R6.

THE UNIVERSITY OF NEW BRUNSWICK, FREDERICTON, Faculty of Administrative Sciences. Applications are invited for the following tenure track and non-tenure track positions: Tenure Track: (i) Information Systems (IS); (ii) Finance; (iii) Management (Business Policy/Organizational Theory); Finance and Economics (Corporate Finance and Management of Economics); subject to non-Tenure Track: Management Information Systems (with expertise in expert systems, intelligent model management, and expert support for collaborative work and interests in finance and manufacturing). This is an applied research/teaching position. The successful candidate will be expected to teach 10 to 15 years of service to the University. The area of research is to be determined by the candidate. This position is open. Applicants able to teach different combinations of these areas will be considered. Applications will be considered. Applicants will be expected to commence duties on or about July 1, 1989. Applications with curriculum vitae and three referees should be sent to: Dr. Peter McGahan, Dean of Faculty of New Brunswick, P.O. Box 5050, Saint John, New Brunswick, E0A 3G9. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

THE UNIVERSITY OF ALBERTA, Faculty of Business. Applications are invited for full-time tenure track positions for those with teaching and research interests in Accounting, Management Information Systems, Finance, and Marketing. Ph.D. or equivalent required or candidate should be at the completion stage of degree. Salary and rank depend on qualifications. Market supplements ensure that competitive offers are negotiable. Applications normally effective July 1st. Positions subject to availability of funding. Send curriculum vitae and three referees to: Dr. R. S. Sorenson, Director, Business, University of Alberta, Edmonton, Alberta, T6G 2G6. The University of Alberta is committed to the principle of employment equity.

BUSINESS ADMINISTRATION

MOUNT ALLISON UNIVERSITY, Department of Commerce. Applications are invited for a one-year teaching position, starting July 1, 1989, in the above position. An applicant should hold an M.B.A. or a professional accounting designation. Preference will be given to candidates with teaching and research experience. Duties include teaching and research at the undergraduate level in two or more of the following areas: Marketing, Management Information Systems, Finance, Accounting, and Quantitative Methods. The rank at which this appointment may be made will be determined by the salary range for this rank. The 1987-88 salary range for this rank is \$23,000 to \$25,000. An application should include a curriculum vitae, a list of courses to which the candidate could contribute and three letters of reference and should be sent to: Dr. Robert

G. Thompson, Head, Department of Biology, Mount Allison University, Sackville, New Brunswick, E0A 3G9. The closing date for receipt of applications is February 1, 1989. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

McMASTER UNIVERSITY, Faculty of Business. Applications are invited from individuals with a Ph.D. in one of the following areas: (i) Accounting; (ii) Finance; (iii) Information Systems; (iv) Production/Management Science; (v) Marketing. Rank is open, based on qualifications and experience. Visiting appointments are also possible. Ph.D. or equivalent with research experience is required. Duties include research and teaching at the undergraduate and graduate levels. Salary is competitive and commensurate with qualifications and experience. Appointment date is open: July 1, 1989 preferred. Application date closes when position is filled. All positions subject to budgetary approval. Applications should be sent to: Dr. G.W. Torrance, Dean, Faculty of Business Administration, University of Manitoba, 560-15th Avenue, Winnipeg, Manitoba, R6T 5R6.

THE UNIVERSITY OF NEW BRUNSWICK, FREDERICTON, Faculty of Administrative Sciences. Applications are invited for the following tenure track and non-tenure track positions: Tenure Track: (i) Information Systems (IS); (ii) Finance; (iii) Management (Business Policy/Organizational Theory); Finance and Economics (Corporate Finance and Management of Economics); subject to non-Tenure Track: Management Information Systems (with expertise in expert systems, intelligent model management, and expert support for collaborative work and interests in finance and manufacturing). This is an applied research/teaching position. The successful candidate will be expected to teach 10 to 15 years of service to the University. The area of research is to be determined by the candidate. This position is open. Applicants able to teach different combinations of these areas will be considered. Applications will be considered. Applicants will be expected to commence duties on or about July 1, 1989. Applications with curriculum vitae and three referees should be sent to: Dr. Peter McGahan, Dean of Faculty of New Brunswick, P.O. Box 5050, Saint John, New Brunswick, E0A 3G9. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

QUEEN'S UNIVERSITY, School of Business. Applications are invited for tenure track positions in the areas of: (i) Accounting; (ii) Finance; (iii) Information Systems; (iv) Marketing. Rank is open, based on qualifications and experience. Ph.D. (completed or near completion) and evidence of strong research and teaching potential are required. Teaching can be at the B.Com., M.B.A., and Ph.D. levels. The funding availability of positions is subject to budgetary approval. Applications will be accepted until positions are filled but should be submitted by December 31, 1988. Candidates of both sexes are equally encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send C.V. and names of three referees to: Dr. D.L. Anderson, Dean, School of Business, Queen's University, Kingston, Ontario, K7L 3N6.

CANADIAN STUDIES

MOUNT ALLISON UNIVERSITY, Centre for Canadian Studies. Applications are invited for a one-year limited term appointment to commence on July 1, 1989, subject to budgetary approval. The applicant will be at the Assistant Professor level. An applicant should hold a Ph.D. and have a commitment to inter-disciplinary studies in Canadian Studies. The position will involve a research survey course and have the ability to teach two of the following: Canadian History, Canadian Literature, Canadian Culture, Canadian Society, Canadian Perspectives; The Canadian City, and Major Canadian Issues. The 1987-88 salary range for this rank is \$23,000 to \$25,000. An application should include a curriculum vitae and the names of three referees, and should be sent to: Dr. L.D. McGahan, Director, Centre for Canadian Studies, Mount Allison University, Sackville, New Brunswick E0A 3G9. The closing date for receipt of applications is

January 31, 1989. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

CHEMISTRY

YORK UNIVERSITY, Department of Chemistry. Outstanding candidates are invited to apply for tenure track positions at the Assistant Professor level in both inorganic and organic chemistry including molecular architecture, electroanalytical chemistry, surface chemistry and materials science, and photochemistry. Applicants should have a Ph.D. degree, preferably with some postdoctoral research experience. Dedication to excellence in research, as well as in teaching at the undergraduate and graduate levels, will be expected. The closing date for applications is February 10, 1989. Applications consisting of a curriculum vitae, list of publications, statement of research interests in the form of a research proposal, and names and addresses of at least three referees, should be sent to: Dr. K.D. Bohme, Chairman, Department of Chemistry, York University, 4700 Keele St., Toronto, Ontario M3J 1P3, Canada.

Applications are being accepted for a tenure track faculty position at the level of Assistant Professor. Qualifications include a Ph.D. degree in Chemistry. The University is implementing a policy of employment equity. Distinguished women and men are invited to apply.

UNIVERSITY OF ALISON UNIVERSITY, Department of Chemistry. Applications are invited for a one-year sabbatical replacement position at the rank of Assistant Professor, starting July 1, 1989. The successful applicant should hold a Ph.D. in Chemistry or Biochemistry and be prepared to teach first year university level courses in Organic and Inorganic Chemistry. The position will be filled July 1, 1989. The 1987-88 salary range for Assistant Professors is \$23,000 to \$25,000. An applicant should include a curriculum vitae and the names and addresses of three referees, and should be sent to: Dr. V. C. Reinbold, Department of Chemistry, Mount Allison University, Sackville, New Brunswick E0A 3G9. The closing date for receipt of applications is January 31, 1989. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

UNIVERSITY OF NEW BRUNSWICK, Department of Chemistry.

Applications are invited for a tenure track position in Organic Chemistry. The successful candidate from any area of organic chemistry (including organometallic and biopolymer chemistry) will be expected to teach and supervise graduate students. The salary range will be commensurate with qualifications and experience. Ph.D. (completed or near completion) and evidence of strong research and teaching potential are required. Teaching can be at the B.Com., M.B.A., and Ph.D. levels. The funding availability of positions is subject to budgetary approval. Applications will be accepted until positions are filled but should be submitted by December 31, 1988. Candidates of both sexes are equally encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send C.V. and names of three referees to: Dr. D.L. Anderson, Dean, School of Business, Queen's University, Kingston, Ontario, K7L 3N6.

UNIVERSITY OF TORONTO, Department of Chemistry. Postdoctoral Research Positions. Applications are invited from qualified candidates for one-year appointments in the Postdoctoral Research Fellows in any area of chemistry. Stipends will be at NSERC rates and will be determined by qualifications and experience. These positions are for research only. Applications and letters from three referees to the undersigned, from whom further particulars may be obtained, should be sent to: Dr. J. D. Potter, Director, Fraser Laboratory, Room M3-15, Royal Victoria Hospital, 687 Pine Avenue West, Montreal, Quebec H3A 1T1.

CLASSICS

UNIVERSITY OF NEW BRUNSWICK, The Division of Humanities and Languages. The Campus of the University of New Brunswick invites applications for a tenure stream appointment in Classics at the Assistant Professor level effective July 1, 1989. Candidates should have a Ph.D. or equivalent teaching experience and publications will be an asset. The successful candidate will be a generalist in the field of the undergraduate level in a variety of fields. Opportunity exists for some involvement in the teaching and research in the graduate level. The appointment is subject to budgetary approval. Applications, including curriculum vitae and the names of three academic referees, will be accepted until the position is filled and should be addressed to: Dr. Peter McGahan, Dean of the Faculty, University of New Brunswick, P.O. Box 5050,

Saint John, New Brunswick E2L 4L5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to an Employment Equity Committee.

UNIVERSITY OF SASKATCHEWAN, Classics.

Applications are invited for a tenure track position at the Assistant Professor level, beginning July 1989. Specialization in the Greek historians is desired, but applicants with other interests will be considered. The successful applicant will teach undergraduate courses in Greek, Latin, Classics translation, and supervise graduate students in the M.A. level. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Please send letter of application, c.v., and the names of three referees who are sending letters in support of your candidacy to: N. McGahan, Department of Classics, University of Saskatchewan, Saskatoon, SK S7N 0W0.

UNIVERSITY OF WATERLOO, Assistant Professor in Classical Studies.

Applications are being accepted for a tenure track faculty position at the level of Assistant Professor. Qualifications include a Ph.D. degree in Classics. The University is implementing a policy of employment equity. Distinguished women and men are invited to apply. The successful candidate will be in translation, both in the normal mode and by correspondence. Salary commensurate with qualifications and experience. Applications should be sent to: Dr. R.L. Fowler, Chairman, Department of Classics, University of Waterloo, Waterloo, Ontario N2L 3G1. The availability of the position is subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. It is the intention of the University of Waterloo to implement an Employment Equity Committee. The University of Waterloo Ph.D. graduates appointed as Assistant Professors wherever possible. Effective date of this appointment is July 1, 1989. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

COMPUTER SCIENCE

SIMON FRASER UNIVERSITY, Principal Research Scientist, Expert Systems Laboratory, Centre for Systems Science. Applications are invited for the position of Principal Research Scientist in the Expert Systems Laboratory of the Centre for Systems Science (CSS). The position is available of funds. This position carries a University appointment and the successful applicant will be considered for a full-time tenure track position in the School of Computing Science and Engineering Science. Simon Fraser University is committed to an Employment Equity Committee. The goals of the ESL include (1) foster the application of AI technology in British Columbia industry through joint research projects and (2) provide graduate students with the opportunity to gain exposure to and expertise in applied AI technology through participation in ESL research. Candidates should have a Ph.D. degree in Computing Science, Engineering, or a related discipline, specializing in artificial intelligence, and a background of academic and industrial research. The successful candidate will be expected to interact with British Columbia industry, direct the evolution of the ESL, and contribute part time to teaching and research in the ESL. Preference will be given to candidates who are eligible for employment in Canada at the time of application. Applicants should forward a curriculum vitae, a resume and the names/addresses of three referees to: Nick Corne, Director, Centre for Systems Science, Simon Fraser University, Burnaby, British Columbia V5A 1S6.

MOUNT ALLISON UNIVERSITY, Department of Computer Science.

Applications are invited for several one-year replacement positions at the rank of Assistant Professor. Applicants should hold a Ph.D. or Ph.D. equivalent teaching experience and publications will be an asset. The successful candidate will be a generalist in the field of the undergraduate level in a variety of fields. Opportunity exists for some involvement in the teaching and research in the graduate level. The appointment is subject to budgetary approval. Applications, including curriculum vitae and the names of three academic referees, will be accepted until the position is filled and should be addressed to: Dr. Peter McGahan, Dean of the Faculty, University of New Brunswick, P.O. Box 5050,

Mathematics and Computer Science, Mount Allison University, Sackville, New Brunswick E0A 3C0. The closing date for receipt applications is March 15, 1989. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

MOUNT ALLISON UNIVERSITY. Department of Mathematics and Computer Science. Applications are invited for a tenure track position at the rank of Assistant Professor, commencing July 1, 1989. An applicant should have a Ph.D. in Mathematics, Science, Mathematics or Statistics. Duties include undergraduate teaching in both computer science and mathematics and research in either. Computing facilities include IBM 3370, 3081, 3084, 3085, 3086, 3088, 3089, 3090, 3091, 3092, 3093, 3094, 3095, 3096, 3097, 3098, 3099, 3100, 3101, 3102, 3103, 3104, 3105, 3106, 3107, 3108, 3109, 3110, 3111, 3112, 3113, 3114, 3115, 3116, 3117, 3118, 3119, 3120, 3121, 3122, 3123, 3124, 3125, 3126, 3127, 3128, 3129, 3130, 3131, 3132, 3133, 3134, 3135, 3136, 3137, 3138, 3139, 3140, 3141, 3142, 3143, 3144, 3145, 3146, 3147, 3148, 3149, 3150, 3151, 3152, 3153, 3154, 3155, 3156, 3157, 3158, 3159, 3160, 3161, 3162, 3163, 3164, 3165, 3166, 3167, 3168, 3169, 3170, 3171, 3172, 3173, 3174, 3175, 3176, 3177, 3178, 3179, 3180, 3181, 3182, 3183, 3184, 3185, 3186, 3187, 3188, 3189, 3190, 3191, 3192, 3193, 3194, 3195, 3196, 3197, 3198, 3199, 3200, 3201, 3202, 3203, 3204, 3205, 3206, 3207, 3208, 3209, 3210, 3211, 3212, 3213, 3214, 3215, 3216, 3217, 3218, 3219, 3220, 3221, 3222, 3223, 3224, 3225, 3226, 3227, 3228, 3229, 3230, 3231, 3232, 3233, 3234, 3235, 3236, 3237, 3238, 3239, 3240, 3241, 3242, 3243, 3244, 3245, 3246, 3247, 3248, 3249, 3250, 3251, 3252, 3253, 3254, 3255, 3256, 3257, 3258, 3259, 3260, 3261, 3262, 3263, 3264, 3265, 3266, 3267, 3268, 3269, 3270, 3271, 3272, 3273, 3274, 3275, 3276, 3277, 3278, 3279, 3280, 3281, 3282, 3283, 3284, 3285, 3286, 3287, 3288, 3289, 3290, 3291, 3292, 3293, 3294, 3295, 3296, 3297, 3298, 3299, 3300, 3301, 3302, 3303, 3304, 3305, 3306, 3307, 3308, 3309, 3310, 3311, 3312, 3313, 3314, 3315, 3316, 3317, 3318, 3319, 3320, 3321, 3322, 3323, 3324, 3325, 3326, 3327, 3328, 3329, 3330, 3331, 3332, 3333, 3334, 3335, 3336, 3337, 3338, 3339, 3340, 3341, 3342, 3343, 3344, 3345, 3346, 3347, 3348, 3349, 3350, 3351, 3352, 3353, 3354, 3355, 3356, 3357, 3358, 3359, 3360, 3361, 3362, 3363, 3364, 3365, 3366, 3367, 3368, 3369, 3370, 3371, 3372, 3373, 3374, 3375, 3376, 3377, 3378, 3379, 3380, 3381, 3382, 3383, 3384, 3385, 3386, 3387, 3388, 3389, 3390, 3391, 3392, 3393, 3394, 3395, 3396, 3397, 3398, 3399, 3400, 3401, 3402, 3403, 3404, 3405, 3406, 3407, 3408, 3409, 3410, 3411, 3412, 3413, 3414, 3415, 3416, 3417, 3418, 3419, 3420, 3421, 3422, 3423, 3424, 3425, 3426, 3427, 3428, 3429, 3430, 3431, 3432, 3433, 3434, 3435, 3436, 3437, 3438, 3439, 3440, 3441, 3442, 3443, 3444, 3445, 3446, 3447, 3448, 3449, 3450, 3451, 3452, 3453, 3454, 3455, 3456, 3457, 3458, 3459, 3460, 3461, 3462, 3463, 3464, 3465, 3466, 3467, 3468, 3469, 3470, 3471, 3472, 3473, 3474, 3475, 3476, 3477, 3478, 3479, 3480, 3481, 3482, 3483, 3484, 3485, 3486, 3487, 3488, 3489, 3490, 3491, 3492, 3493, 3494, 3495, 3496, 3497, 3498, 3499, 3500, 3501, 3502, 3503, 3504, 3505, 3506, 3507, 3508, 3509, 3510, 3511, 3512, 3513, 3514, 3515, 3516, 3517, 3518, 3519, 3520, 3521, 3522, 3523, 3524, 3525, 3526, 3527, 3528, 3529, 3530, 3531, 3532, 3533, 3534, 3535, 3536, 3537, 3538, 3539, 3540, 3541, 3542, 3543, 3544, 3545, 3546, 3547, 3548, 3549, 3550, 3551, 3552, 3553, 3554, 3555, 3556, 3557, 3558, 3559, 3560, 3561, 3562, 3563, 3564, 3565, 3566, 3567, 3568, 3569, 3570, 3571, 3572, 3573, 3574, 3575, 3576, 3577, 3578, 3579, 3580, 3581, 3582, 3583, 3584, 3585, 3586, 3587, 3588, 3589, 3590, 3591, 3592, 3593, 3594, 3595, 3596, 3597, 3598, 3599, 3600, 3601, 3602, 3603, 3604, 3605, 3606, 3607, 3608, 3609, 3610, 3611, 3612, 3613, 3614, 3615, 3616, 3617, 3618, 3619, 3620, 3621, 3622, 3623, 3624, 3625, 3626, 3627, 3628, 3629, 3630, 3631, 3632, 3633, 3634, 3635, 3636, 3637, 3638, 3639, 3640, 3641, 3642, 3643, 3644, 3645, 3646, 3647, 3648, 3649, 3650, 3651, 3652, 3653, 3654, 3655, 3656, 3657, 3658, 3659, 3660, 3661, 3662, 3663, 3664, 3665, 3666, 3667, 3668, 3669, 3670, 3671, 3672, 3673, 3674, 3675, 3676, 3677, 3678, 3679, 3680, 3681, 3682, 3683, 3684, 3685, 3686, 3687, 3688, 3689, 3690, 3691, 3692, 3693, 3694, 3695, 3696, 3697, 3698, 3699, 3700, 3701, 3702, 3703, 3704, 3705, 3706, 3707, 3708, 3709, 3710, 3711, 3712, 3713, 3714, 3715, 3716, 3717, 3718, 3719, 3720, 3721, 3722, 3723, 3724, 3725, 3726, 3727, 3728, 3729, 3730, 3731, 3732, 3733, 3734, 3735, 3736, 3737, 3738, 3739, 3740, 3741, 3742, 3743, 3744, 3745, 3746, 3747, 3748, 3749, 3750, 3751,

Positions: Centre for Systems Science and School of Computing Science. Applications are invited for tenure-track and joint university-industry positions at all ranks, subject to the availability of funds. Only applications from individuals who are currently employed in a university or research institution will be considered.

Outstanding candidates in all areas of Computing Science will be considered. A Ph.D. in Computing Science (or equivalent) is required and candidates should have a record of (or strong potential for) research and publications, graduate student supervision, and teaching. The Centre for Systems Science is a newly created interdisciplinary research organization which promotes excellence in technology-based areas such as artificial intelligence and robotics, microelectronics, communication and distributed systems, information systems and cognitive systems. Through the Centre, Fellowships from the B.C. Advanced Systems Institute are available to outstanding applicants, thereby making additional teaching release and infrastructure support possible. Together, the CSS and the School have an impressive record

search network. The network consists of many of the finest researchers in the fields of AI, DSP, robotics and high resolution colour image analysis, and planners for AI, graphics and VLSI design. All faculty offices are connected to the network. When the new Applied Science Building is completed, the network will have a diverse collection of research laboratories. Teaching facilities include an instructional laboratory based upon SUN workstations running UNIX, and various microcomputer laboratories. The University of Alberta Computing Services maintains an IBM 3081 running MTS, a graphics facility, and several microcomputers. Simon Fraser University is situated on top of Burnaby Mountain and serves about 12,000 students. The campus is surrounded by the mountains commands magnificent views of Burrard Inlet, the North Shore mountains, the Fraser River, and Vancouver harbour. This lovely mainland area of British Columbia is uniquely suited to a wide range of outdoor and recreational facilities. The School of Computing Science, one of the largest in Western Canada, has 26 faculty members and offers B.Sc. and B.A. degrees in com-

puting science, B.Sc. honors degrees (including VLSI) design, and math/computing, and M.Sc. and Ph.D. degrees in computer science. Candidates must have completed over 650 university credits, including graduate majors and 70 graduate student credits. Preference will be given to candidates who are eligible for employment in Canada at the time of application. Applications will be accepted until the positions are filled, although a practical cutoff date for 1998 is April 1st. To apply, send a curriculum vitae, evidence of research productivity (selected reprints), and the names, addresses, and phone numbers of three references to: Richard F. Hobson, Director, School of Computing Science, University of Fraser Valley, Burnaby, British Columbia, Canada, V5A 1S5; (FAX) (604) 291-4144.

CONCORDIA UNIVERSITY. The Department of Computer Science, Concordia University, is seeking qualified candidates for tenure track faculty positions at all levels, in the areas of Software Engineering, Programming Language, Expert Systems, and Artificial Intelligence. Applicants should have a Ph.D. degree in Computer Science or related field with a strong research record. Salary and benefits are attractive and negotiable. The Department currently has 26 full-time faculty members. It offers both undergraduate and graduate programs up to the Ph.D. level with an enrollment of over 1000 students. The language of instruction is English. The Department and the University have excellent facilities and a strong reputation for teaching, research, and service. Send resume and the

names of at least three references to: Dr. T.D. Bul, Chairman, Department of Computer Science, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8 Canada. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens

and permanent residents of Canada. BRANDON UNIVERSITY's Department of Mathematics and Computer Science is seeking a **Computer Science Position**. Applicants are invited for a three year term of employment commencing in September 2000. The Department of Mathematics and Computer Science. This is a Computer Science position and the appointment, at the Assistant Professor level, will be for a full-time position. Qualifications: Applicants should have a Ph.D. in some area of Computer Science. Duties: Teaching - 20% of time; Research - 80% of time. Salary: The Salary as required by the department (a total of 3 full courses in both terms). Research - An active research program is required. Deadline for Applications: Applications will be considered beginning February 1, 1999. Applications received after 1999 Deadline for Applications: Applicants will be considered beginning February 1, 1999. Assistant Professor salary is \$30,033. Applications, with curriculum vitae, and at least three letters of reference should be sent to: Dr. R. A. Whitley, Department of Mathematics and Computer Science, Brandon University, Brandon, Manitoba R7A 5A9; Telephone: (204) 784-5900; Fax: (204) 784-5901; e-mail: whitley@ccs.uvm.edu; whitley@ccs.uvm.edu. Brandon University offers equal employment opportunities to qualified male and female applicants. Inquiries regarding the position and its requirements, this advertisement is directed to Canadian citizens and permanent

UNIVERSITY OF TORONTO. Department of Computer Science. Postdoctoral Research Positions. Applications are invited from qualified candidates for one or two Postdoctoral Research positions commencing July/September, 1989. In all areas of Computer Science. Candidates should hold a Ph.D. degree in computer science or a related discipline. Send curriculum vitae transcripts and three letters of reference no later than January 13, 1989 to: Professor Derek G. Corneil, Chairman, Department of Computer Science, University of Toronto, Toronto, Ontario, M5S 1A4, Canada. In accordance with Canadian Immigration regulations, priority will be given to Canadian citizens and permanent residents of Canada. The University of Toronto encourages both women and minorities to apply.

UNIVERSITY OF TORONTO, Department of Computer Science, invites applications for a tenure track or tenured position in the area of Numerical Analysis/Scientific Computing. The successful candidate will be involved in research in numerical software and will be expected to play a leading role in the department's Scientific Computing Group. Salary and rank to be determined by the successful applicant's past experience and qualifications. Applications are invited to commences July 1st, 1999. Duties will consist of teaching at the undergraduate and graduate levels, graduate student supervision and research. Apply in writing to the Search Committee, Computer Science, Department of Computer Science, University of Toronto, Toronto, Ontario, M5S A4A, Canada, together with curriculum vitae, and the names of at least three referees. Deadline for application is January 13, 1999. The University of Toronto is an equal opportunity employer. Inquiries and applications from Canadian citizens and permanent residents of Canada. The University of Toronto encourages both women and men to apply.

for positions.

UNIVERSITY OF TORONTO. Research Associates and Limited Term Faculty. The Ontario Government has established a centre of excellence in Information Technology at the University of Toronto and the University of Waterloo (with the participation of Queen's University and the University of Western Ontario). Research Associates and Limited Term Faculty positions are available at the University of Toronto in Artificial Intelligence, Cognitive Science and Intelligent Control; Computer Networks and Communications; Mathematics of Computation; Microelectronics; Software Systems and Graphics. Applications should be sent by January 13, 1989 to either: Professor Derek G. Cornell, Chairman, Department of Computer Science,

University of Toronto, Toronto, Ontario, M5S 1A4, Canada; or, Professor Adel S. Sedie, Chairman, Department of Electrical Engineering, University of Toronto, Toronto, Ontario, M5S 1A4, Canada. In accordance with Canadian Immigration regulations, priority will be given to Canadian citizens and permanent residents of Canada. The University of Toronto encourages both women and men to apply for positions.

UNIVERSITY OF TORONTO, Department of Computer Science and the Faculty of Library and Information Science, invites applications for a tenure stream Assistant Professorship, jointly held in Computer Science and Library and Information Science, commencing July 1, 1989, salary commensurate with qualifications.

and experience. Applications should hold a Ph.D. in Computer Science or Library and Information Science. All areas of information science will be considered. Duties include teaching at the undergraduate and graduate levels, graduate student supervision and collaborative research. Apply in

willing to: Professor Derek G. Corrao, Chairman, Department of Computer Science, University of Toronto, 2709 Bloor Street West, M5S 1A5, Canada; or Professor Ann Schabas, Dean, Faculty of Library & Information Studies, University of Toronto, 2709 Bloor Street West, Toronto, Ontario, M5S 1A5. The winner will receive a stipend, and will be given, with curriculum vitae, and the name of at least three referees. Deadline for applications is 15 November 1997. The position is for a full-time position with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents of Canada. The position is open to both women and men to apply for positions. UNIVERSITY OF OTTAWA, Department of Computer Science, Invites applications for a full-time position in the Department of Computer Science or a closely related discipline is required. Current research interests include: artificial intelligence, distributed computing, protocols, networks, and theory. We are also interested in enhancing our strengths in database, operating systems, and the design of real-time systems and software engineering. Responsibilities will include teaching at the undergraduate and graduate levels, and research. A minimum of a master's degree (with a minimum 2.5 grade point average) and a minimum level of English (minimum 6.0 in English) is essential for two of the positions and preferred for the third. In accordance with immigration regulations, priority will be given to Canadian citizens or landed immigrants. Applications will be accepted until the position is filled.

ions are filled. To apply, send curriculum vitae (and have three letters of reference sent directly) to: Dr. Ivan Rival, Chairman, Department of Computer Science, University of Ottawa, Ottawa, Ontario, K1N 6N5.

L'UNIVERSITÉ D'OTTAWA, département d'informatique, recrute présentement trois professeurs à temps plein. On demande un doctorat en informatique (de préférence). Nos spécialités de recherche sont: intelligence artificielle, informatique d'opérations, protocoles, simulation et théorie. Nous sommes aussi particulièrement intéressés à élargir les domaines de bases de données, langages de programmation, systèmes d'exploitation, systèmes à temps réel et génériques logiciels. La charge de travail comprend l'enseignement au niveau du baccalauréat et de la maîtrise, de la recherche, et des ateliers, administratifs universitaires. Les candidats doivent être des citoyens canadiens ou des résidents permanents du Canada.

des charges administratives. Ce minimalisme est essentiel pour deux des positions ouvertes et préférable pour la troisième. D'après les normes d'immigration cette annonce vise les citoyens canadiens ou immigrants reçus. Les applications seront acceptées tant que les postes ne seront pas remplis. Envoyez votre curriculum vitae (ainsi que trois lettres de références envoyées directement) à: Monsieur Ivan Rival, Directeur, Département d'informatique, Université d'Ottawa, Ottawa, Ontario, K1N 6N5.

SAINT MARY'S UNIVERSITY. Department of Mathematics and Computing Science. The Department of Mathematics and Computing Science invites applications for a full-time Assistant Professor effective September 1, 1989. Applicants should have a doctoral degree in Computing Science; however, candidates with doctoral degrees in other areas with a strong background in Computing Science may be considered. Studies and research, and teaching experience are required. Candidates with a demonstrated ability to teach undergraduate Computing Science will be given preference. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens, permanent residents; however, all qualified candidates are strongly encouraged to apply. Applicants, including the names of their references, should be sent to: Dr. M. T. Kung, Chairperson, Department of Mathematics and Computing Science, Saint Mary's University, Halifax, Nova Scotia, Canada B3H3C3.

**UNIVERSITY OF NEW BRUNSWICK,
SAINT JOHN CAMPUS.** *Olivston of
Mathematics, Engineering and Computer
Science.* Applications are invited for
two tenure track positions in Computer
Science starting July 1, 1989. Candidates
should have a PhD in Computer Science or
related field and demonstrated equivalent
achievement in education and research.
Those with lesser qualifications (M.Sc.)
may be considered for appointment as
lecturer. Preference will be given to those
with expertise in the areas of data
management, pattern recognition,
programming languages or software engineering.
Responsibilities include teaching at the
undergraduate level and research.
Salary and rank commensurate with qualifications and experience. The availability of

the position is subject to budgetary approval. Send Curriculum Vitae and the names of three references to Dr. P. McGahan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian immigration regulations this advertisement is directed to Canadian citizens.

ROYAL ROADS MILITARY COLLEGE. The Department of Mathematics of Royal Roads Military College invites applications for a tenure track position at the Assistant, Associate or Full Professor level. The appointment would commence on 01 July

Candidates should hold a PhD in Computer Science, or a related field, with extensive Computer Science experience. Primary duties will be to teach Computer Science courses at the undergraduate level, may include the teaching of some basic graduate level courses, and may include research from time to time. Suitably qualified candidates would be considered for an appointment as Professor-in-Charge of the Computer Science Department. The successful candidate will be expected to carry out research. Salary is negotiable and will be commensurate with experience and qualifications. Applications, which should include curriculum vitae and the names and addresses of at least three referees, should be sent to: Dr. J. A. G. Rees, Department of Computer Science, Milroy College, FMQ Victoria, 8 C. BOS (BO Tel: (604) 380-4517). In accordance with Canadian immigration requirements, this advertisement is directed to the first named Canadian. Royal Roads and Milroy College offers equal employment opportunities to qualified female/male staff applicants.

UNIVERSITY OF WATERLOO. The Department of Computer Science at the University of Waterloo comprises 40 full-time faculty members engaged in research and teaching activities. The Department and its graduate students are well equipped and housed in the new 300,000 sq. ft. William G. Davis Computer Research Centre. The government of the Province of Ontario has awarded a five-year (renewable) grant to the Department to develop technology that provides funding for basic and applied research in computer science to the University of Waterloo and the University of Toronto (with participation from Queen's University and the University of Guelph in Ontario). The University of Waterloo invites applications for faculty positions in Computer Science. A Ph.D. in computer science is required, with evidence of outstanding research accomplishment or potential in the field of artificial intelligence, hardware and software systems. Salary is commensurate with experience. Applications from women candidates and recent Ph.D. graduates are particularly welcome.

inquiries should include a curriculum vitae and the names of three references and should be directed to the chairman: Prof. J.A. Brzozowski, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; brzozo@water.uwaterloo.edu. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An Employment Equity Employer.

YORK UNIVERSITY. Faculty of Fine Arts. Department of Oance. Subject to budgetary approval, the Department of Dance, Faculty of Fine Arts, intends to make a tenure track appointment in Modern Dance to commence July 1, 1989. Alternatively, the Department will consider a 3-year contractually limited appointment. Prospective candidates should be experienced and creative teachers of both studio and theory courses. They should be capable of teaching modern dance technique (Graham and/or Limon) from first to fourth year, and should have strengths in composition, production and repertoire, and possi-

by in movement analysis and music for dancers. The duties may include teaching in the Faculty of Graduate Studies, and will require the development of a programme of creative/active work. The preferred candidate will have a M.F.A. in dance, and a minimum of three years teaching experience in a post secondary dance programme. Rank and salary will depend on qualifications and experience. A letter of application with curriculum vitae and names of three referees should be sent to: Dr. Mary Jane O'Connell, Department of Dance, Faculty of Fine Arts, York University, North York, Ontario, M3J 1P3. Deadline for the application is February 1, 1989. York University is implementing a policy of employment equity. Qualified women and men are invited to reply. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

DENTISTRY
THE UNIVERSITY OF BRITISH COLUMBIA, Faculty of Dentistry, Oral Radiology. Applications are invited for a full-time position in Oral Radiology, Department of Oral Medical and Surgical Sciences, University of British Columbia, Vancouver, Canada. The candidate must have completed an accredited graduate program and demonstrated ability in independent research. Responsibilities will include teaching in undergraduate and post-graduate programs, consultative activities to the dental profession and to several teaching

hospitals, active research and administrative duties pertaining to teaching, research and service functions. This appointment is a tenure track position at Assistant or Associate Professor level with a salary commensurate with the qualifications and experience of the candidate. Candidates must be familiar with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia is an equal opportunity employer. Applications received by July 1, 1989 or as soon as possible thereafter. This position is subject to final budgetary approval by the University. Applications are requested to forward a letter of application and curriculum vitae. The letter should arrange for the names of three referees to be forwarded independently. Deadline for receipt of material is August 1, 1989. For more information and enquiries will be directed to: Dr. David Donaldson, Head, Department of Oral Medical and Surgical Sciences, Faculty of Dentistry, University of British Columbia, 2207 East Mall, Vancouver, B.C. V6T 1Z7. Telephone: (604) 228-3363.

ECONOMICS
UNIVERSITY OF TORONTO. Department of Economics. Assistant, Associate or Full Professor of Economics - position subject to budgetary approval. Three tenure track positions are available, to be filled in Econometrics, Economic Theory, International Economics or Labour Economics, rank open. At the Assistant Professor level, candidates must show potential of becoming recognized scholars of international reputation and good teachers. Candidates for Associate or Full Professor positions

for an Associate of Full Professor position must have a Ph.D. with international reputation and good teaching record. The minimum rank of Full Professor will be made with tenure from the outset. Appointment at the Associate level may be made with tenure. Appointments effective July 1, 1995; salary commensurate with qualifications. Interested candidates should write by January 15, 1995, providing a c.v. and 10 references, to the Department of Economics, University of Toronto, 127 St. George Street, Department of Economics, 150 St. George Street, University of Toronto, Toronto, Ontario M5S 1A1, Canada. In accordance with Canadian immigration requirements, first preference will be given to Canadian citizens and permanent residents. The University of Toronto encourages both women and men to apply.

UNIVERSITY OF TORONTO, Department of Economics, Assistant Professors of Economics, positions subject to budgetary approval. Three Year Term Appointments available to male and female candidates. While appointments may be made in any field, field preferences include Economic Theory, Econometrics, Industrial Organization, Theory of the Firm, International Finance, Labour Economics, and Quantitative Economic History. Ph.D. Degree or equivalent with solid training in economic theory and applied econometrics, as well as evidence of potential for research. Appointments effective July 1, 1989; salaries commensurate with qualifications. Interested candidates should write by November 1, 1989, providing curriculum vitae and three references to: M.A. Fuss, Chairman, Department of Economics, 150 St. George Street, University of Toronto, Toronto, Ontario, M5S 1A5. The local office of the Immigration Department, first preference will be given to Canadian citizens and permanent residents. The University of Toronto encourages both women and men to apply.

UNIVERSITY OF TORONTO, Department of Economics, is seeking applications in Economics - positions subject to budgetary approval. Visiting appointments throughout the professional range are expected. Available on a full-time or part-time basis. Fields of specialization are flexible. The minimum qualification is a Ph.D. Degree or equivalent. Candidates must be on leave from established positions in universities or not in other research institutions. Appointments effective July 1, 1989; salaries commensurate with qualifications. Interested candidates should provide by January 15, 1989, providing a Curriculum Vitae and the names of three referees to: M.A. Fuss, Chairperson of the Search Committee, Department of Economics, University of Toronto, St. George Street, University of Toronto, Toronto, Ontario, M5S 1A1, Canada. In accordance with Canadian Immigration requirements, first preference will be given to Canadian citizens or permanent residents. Only those born in and to apply for positions.

BROCK UNIVERSITY. Faculty Positions
In Economics. Applications are invited for one tenure track appointment. While applications from all fields will be considered, preference will be given to Comparative Systems, Public Finance, International Economics, Economics of the Multinational Enterprise, Econometrics and Labor. Outlets include undergraduate teaching and research. Rank open. Appointment effective July 1, 1999; salaries competitive and commensurate with rank and qualifications. Interested candidates should submit a Curriculum Vitae, names of three referees, and if possible, evidence of teaching

ability. Brock University is an equal opportunity employer. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please write to Professor J. Kushnir, Chairman, Recruitment Committee, Department of Economics, Brock University, St. Catharines, Ont. L2S 3A4.

University of Windsor. Department of Economics Applications are invited to fill a tenure-track position effective July 1, 1989. The rank is that of Assistant Professor. A Ph.D. or indication of imminent completion is required. Demonstrated clear promise of excellence in teaching and research is essential. The Department is seeking individuals with strong theoretical foundations in any area. We are able to offer teaching loads and salaries which are competitive with other Canadian universities. Department representatives will be in Toronto (Canadian Economics Employment Exchange) and New York (AEA meetings). Please contact the Department at (416) 941-2500 for an arrangement of an interview near the Toronto office.

and give an interview prior to the Toronto and New York meetings. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to equity in employment. Female candidates are especially encouraged to apply. Each applicant should send a curriculum vitae and the names of three referees and samples of research papers or sections of dissertation by January 31, 1989 to M.F. Charette, Head, Department of Economics, University of Windsor, Windsor, Ontario, N9B 3P4.

UNIVERSITY OF WINNIPEG. The Department of Economics, the University of Winnipeg, invites applications for a probationary tenure-track position. The position is currently established at the assistant professor rank, however applications from highly qualified more senior applicants would be actively considered. The appointment is effective on July 1 of September 1992. The successful candidate must have a Ph.D. completed or very near completion. The successful candidate must have a strong commitment to undergraduate teaching and to research. The department invites applications from all fields, but may give priority to those with strengths in microeconomic theory and econometrics. Applicants for the position should have a Ph.D. completed or very near completion. The successful candidate must have a strong commitment to undergraduate teaching and to research. The department invites applications from all fields, but may give priority to those with strengths in microeconomic theory and econometrics.

monetary economics and micro theory. In accordance with Canadian Immigration requirements, first preferences must be given to Canadian citizens and permanent residents. Send resume and names of three references before January 15, 1985 to Professor S. Abzadeh, Department of Economics, University of Winnipeg, 515 Portage Ave., Winnipeg, Manitoba R3B 2E9.

UNIVERSITY OF GUELPH. The Department of Economics seeks to fill a tenure-track position. This will likely be held at the Assistant Professor level but individuals with a Ph.D. and extensive research experience are encouraged to apply. Rank and salary will be commensurate with qualifications and experience. This position is subject to budgetary approval. Most fields of specialization will be considered; fields of particular interest include environmental, resource and industrial organization. The successful candidate will participate in the research activities of the Department and teach at the graduate and undergraduate levels. Applications will be accepted until September 1, 1991. For consideration, send a letter of interest, curriculum vitae, and references to: Dr. L.N. Christodides, Chair, Department of Economics, University of Guelph, Guelph, Ontario, N1G 2W1. In accordance with Canadian Immigration requirements, this advertisement is restricted to Canadian citizens and permanent residents. The University is committed to Environmental Equity.

UNIVERSITY OF SASKATCHEWAN
Assistant, Associate, or Full Professor
Economics. One tenurable position is available, subject to budget. While an appointment may be in any subfield, field preferences include Applied Economics, Resource Economics, and Regional Economics. Canadian experience preferred. Applicants should have the Ph.D. and/or firmly expected by July 1989, and show promise in research and teaching. Candidates for the rank of Professor or Associate Professor should have a record of significant scholarly research and a commitment to teaching excellence at both the graduate and undergraduate levels. Appointment will be made on a full-time basis, with salary at the level of Prof. Assistant.

may be of effective use. July 1989; salary is commensurate with qualifications. Interested candidates should send their résumés and transcripts, and arrange to have three letters of reference sent to: Professor C.O. Gernard, Head, Department of Economics, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0. Applications close when the position is filled, but in any case not before 31 January, 1989. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF MANITOBA. Applications are invited for two tenure-track positions at the Assistant Professor level commencing July 1, 1989. One position is in

SCAD/MARIA@UTORICSE. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome.

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION is accepting applications for the 1992-93 Academic Year.

The Ontario Institute for Studies in Education will require seasonal instructors in Education for the 1992-93 Academic Year. The positions are for 12 weeks (September to December) and half courses at the graduate level (subject to budgetary approval).

Applications are invited for courses in the following areas:

- (a) **Adult Education**
- (b) **Community Psychology**: health courses focussing on the social psychology of organizations from a cross-cultural perspective
- (c) **Curriculum and Instruction**: the theory of second language teaching
- (d) **Education and Society**
- (e) **Science in Education**: 6 half courses in the following areas: (i) Curriculum, Instruction, and Policy Making in Education; (ii) Education and the Sociology of Women and Gender Relations; (iii) Women and the Science of Education; (iv) Science and the Science of Education; (v) Science and Society; (vi) Science and Society: Sociocognitive Issues; (v) Education in Contemporary Theories of Practice
- (f) **Teacher Education**
- (g) **Teacher Education**: Theory, Methodology, and Education

UNIVERSITY OF OTTAWA, 1. The **Department of History** invites applications for a 12 month limited term special appointment, with the possibility of renewal for a second 12 months, in **Post Conference History** and **Post Conference Ph.D. in Teaching Experience** positions. 2. The rank, up to and including the associate professor level, will be determined by the qualifications and experience of the candidate. 4. Preference will be given to candidates capable of contributing to the development of the program in the following languages: English. 5. Applicants should submit a curriculum vitae and arrange for two letters of reference to be sent to Dr. Michael D. Behlisch, Chair, Department of History, University of Ottawa, Ottawa, K1N 6N5. Deadline for applications is June 15, 1990. For employment in the University of Ottawa, in accordance with Canadian labour relations requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

open to all branches of pure and applied mathematics. Duties will consist of research and teaching and candidates must demonstrate clear strength in both. Applicants should send their complete C.V. together with a list of publications and arrange to have at least three letters of reference sent directly to Professor D. Masson, Associate Chairman, Department of Mathematics, University of Toronto, Toronto, Canada, M5S 1A1. To insure full consideration, this information should be received by January 31, 1989. The Univer-

University of Toronto encourages both men and women to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. Department of Mathematics. Applications are invited from recent Ph.D.s for a tenure stream position at Erindale Campus beginning July 1, 1989. This position which is subject to final budgetary approval, is open to all branches of pure and applied mathematics. Duties will consist of research and teaching and candidates must demonstrate strong research potential. Successful candidates should send their complete C.V. together with a list of publications and arrange to have at least three letters of reference sent directly to Professor D. Masson, Associate Chairman, Department of Mathematics, University of Toronto, Toronto, Canada, M5S 1A1. To insure full consideration, this information should be received by January 31, 1989. The University of Toronto encourages both men and women to apply.

UNIVERSITY OF TORONTO. Department of Mathematics. The Department solicits applications for an open rank position to begin July 1, 1989. Preference will be given to the areas of interest in the geometry, differential geometry, and (hard) analysis, but strong candidates from all branches of pure and applied mathematics are encouraged to apply. The successful junior position will be expected to have done substantive post-thesis research. Candidates for a senior position will be expected to have completed significant accomplishments in an area complementing the equivalent Departmental strength. Candidates at all levels will be expected to submit a list of publications and send three letters of reference sent directly to Professor D. Masson, Associate Chairman, Department of Mathematics, University of Toronto, Toronto, Canada, M5S 1A1. To insure full consideration, this information should be received by January 31, 1989. The University of Toronto encourages both men and women to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

WILFRID LAURIER UNIVERSITY. The Department of Mathematics at Wilfrid Laurier University invites applications for one or more (depending on budgetary considerations) faculty positions at the Assistant Professor level. The successful candidates will include teaching at the undergraduate level and research. Candidates should hold a Ph.D. in mathematics and have a strong background in computer science. While any area of specialization can be considered, the ability to teach undergraduate courses in computer science will be an asset. Applications, including curriculum vitae, copies of recent publications, and the names of three referees, should be sent to Dr. S. J. St. Laurent, Department of Mathematics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. Applications will be received until December 31, 1988. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Wilfrid Laurier University is implementing steps to become a smoke-free institution.

UNIVERSITY OF WATERLOO. Pure Mathematics. Applications are invited for a tenure track position at the level of Assistant Professor beginning July 1, 1989. This position is subject to budgetary approval. Applicants should have a strong research potential. Duties will include research, teaching and administrative responsibilities. In order for an application to be complete, a curriculum vitae of the candidate, and three letters of reference, sent directly from the referees, are required. The deadline for applications is January 15, 1989. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be sent to: Dr. F. A. Zoratto, Chairman, Department of Pure Mathematics, University of Waterloo, Waterloo, Ontario, N2L 3G1. This is the intention of the University of Waterloo to fill its vacancies with assistant professors wherever possible. Applications from women candidates are particularly welcome. An Employment Equity Employer.

UNIVERSITY OF WATERLOO. Statisticians. The Department of Statistics is seeking applications for a tenure track position in Statistics at the Assistant or Junior Associate Professor level, beginning July 1, 1989. Applications are also being accepted for possible limited term, post doctoral and visiting positions in the Department of Statistics and Actuarial Science. Individuals with an interest in industrial or biostatistics are especially encouraged to apply, since there are large ongoing projects in these areas. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and arrange for three letters of reference to Professor J. D. Kalbfleisch, Chairman, Department of Statistics and Actuarial Science,

University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Closing date for applications is January 15, 1989. Applications from women candidates are particularly welcome. An Employment Equity Employer.

UNIVERSITY OF SASKATCHEWAN. The Department of Mathematics at the University of Saskatchewan is seeking to fill one tenure track Assistant Professorship beginning July 1, 1989. Applicants from all areas are invited. Preference will be given to candidates with research interests in Applied Mathematics or areas bridging Pure and Applied Mathematics. Minimum qualification is a Ph.D. degree. Duties include teaching, research, and administration. Deadline January 31, 1989. Applications should be sent to the Department of Mathematics, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 0W0. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO. Department of Applied Mathematics. Applications are being accepted for the position of Research Associate in general relativity and cosmology, commencing March 1, 1989, or as soon thereafter as possible. It is expected that the successful applicant will already have an established research record at the position of Research Associate or higher, with a broad knowledge of other areas in applied mathematics. Research duties will involve both independent and collaborative research in the general relativity area. Subject to the availability of research funds, the appointment will be for one year initially, with the possibility of renewal. The salary is a minimum \$24,000 per annum, and it may be possible to arrange some undergraduate teaching duties for additional remuneration. Applicants are asked to submit a research proposal and a curriculum vitae, and to arrange for at least three letters of reference to be sent on their behalf. The deadline for applications is January 31, 1989. Applications and letters of reference should be addressed to: The Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome. An Employment Equity Employer.

UNIVERSITY OF ALBERTA. The Department of Statistics and Applied Probability invites applications for a tenure track position at the Assistant Professor level in the area of Statistics and Applied Probability. Effective date July 1, 1989. Current salary range \$33,144-40,801 (Canadian) per annum. Interested individuals should send curriculum vitae and three letters of reference to: Dr. K. L. Mehra, Chairman, Department of Statistics and Applied Probability, University of Alberta, Edmonton, Alberta, Canada T6G 2G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be sent to: Dr. K. L. Mehra, Chairman, Department of Statistics and Applied Probability, University of Alberta, Edmonton, Alberta, Canada T6G 2G1. Please quote file number SAPPI when responding to this advertisement. The University of Alberta is an Equal Opportunity Employer.

MEDICINE. **UNIVERSITY OF ALBERTA.** Henri M. Toupin Chair in Neurological Sciences. The Divisions of Geriatric Medicine and Neurology in the Department of Medicine (neurosciences) at the newly established Henri M. Toupin endowed Chair in Neurological Sciences. Applicants will be M.D. Scientists or Ph.D.s with well defined achievement in the neurological sciences related (but not confined) to the geriatric age group. The successful applicant will be expected to establish and develop research and teaching programs in the care of the elderly patients with neurological problems. The appointment will be at the senior Associate Professor (\$40,000) or Senior Lecturer (\$32,152.15 upward) rank plus appropriate market supplement and research supplement along with the privileges and benefits of a full professor. The successful applicant will be located at the General Hospital (Grey Nurse) at Edmonton. Applications, complete with curriculum vitae and the names, addresses and telephone numbers of three referees, should be submitted by March 1989 to: Dr. E. Gamier, King Professor and Chairman, Department of Neurology, University of Alberta, 2F1 W.C. Mackenzie Centre, Edmonton, Alberta T6G 2B7. The University of Alberta is committed to the principle of equity in employment.

MICROBIOLOGY. **UNIVERSITY OF ALBERTA.** Assistant Professor. The Department of Microbiology and Medical Microbiology and Infectious Diseases, University of Alberta invites applications for a tenure track faculty position in Microbiology and Infectious Diseases and at least five years of relevant postdoctoral experience and/or independent research in an area of bacterial pathogenesis. The successful candidate is expected to develop a strong extramurally funded research program, supervise M.Sc. and Ph.D. candidates and participate in undergraduate and graduate teaching. Salary and rank will be commensurate with experience. Annual salary range for 1988-89: Asst. Prof. \$33,144 to \$47,280; Assoc. Prof. \$41,399 to \$59,534. The successful candidate will be expected to establish funding support for competitive application from the Alberta Heritage Foundation for Medical Research. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The names of three referees to: Dr. David J. Tyrrell, Chairman, Department of Microbiology and Medical Microbiology and Infectious Diseases, 1-41 Medical Sciences Building, The University of Alberta, Edmonton, Alberta, T6G 2H7, Canada. The University of Alberta is committed to the principle of equity in employment.

MUSIC. **UNIVERSITY OF TORONTO.** Faculty of Education. Department of Art and Music Education. Applications are invited for the position of Assistant Professor in Music Education, commencing July 1, 1989. Candidates should possess an advanced degree in secondary music education as well as successful public school teaching experience. Duties will include both classroom and elementary methods courses and student teaching supervision. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Women are particularly encouraged to apply. Letters of application should include curriculum vitae and names of three referees should be sent by January 15, 1989 to: Dr. R. D. McKelvie, Chairman, Department of Art and Music Education, 1-41 Medical Sciences Building, P.O. Box 1700, Victoria, B.C. V8W 2Y2.

UNIVERSITY OF TORONTO. (Scarborough Campus). Assistant Professor. A contractually limited term appointment. Qualifications: Doctorate and teaching experience. Duties: Teaching music history and leading position in the area of music within a humanities curriculum and leading interdisciplinary courses (e.g. ethnomusicology) and within interdisciplinary programs (e.g. women and gender studies). Expertise in the areas of Medieval/Renaissance and instrumental performance would be desirable. Appointment commencing July 1, 1989. Complete dossier which must include C.V. and 3 letters of reference, and should include evidence of scholarly ability and teaching experience, should be sent to Professor Paul Thompson, Chair, Division of Humanities, Scarborough Campus, University of Toronto, 1265 Midland Avenue, Scarborough, Ontario M1A 1A4. The deadline for applications is January 15, 1989. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. Faculty of Music. Applications are invited for a tenure track position in the Department of Music at the rank of Assistant or Associate Professor in the Faculty of Music. Qualifications: Ph.D. or equivalent in ethnomusicology, teaching experience, a proven research interest and capability. The candidate must be prepared to teach undergraduate courses (possibly including courses in general music history) as well as specialized graduate courses. Salary will be commensurate with qualifications and experience. Address application with C.V. and three letters of reference to: Dean Carl Mosey, Faculty of Music, University of Toronto, Toronto, Ontario, Canada, M5S 1A1. Applications should be sent to the Department of Music at the University of Toronto encourages both women and men to apply for positions. This appointment is subject to University approval.

NURSING. **UNIVERSITY OF WESTERN ONTARIO.** Nurse Educator. Applications are invited for a tenure track teaching positions available July 1, 1989. A doctorate degree in Nursing or in a related field is preferred. Applicants are invited to Limited Term (or 3 years) full time teaching positions available July 1, 1989. A minimum of a Masters degree in Nursing or in a related field is required. Rank is open and dependent upon experience and qualifications. Successful applicants will have preparation and interest in Nursing Research and in the development of Nursing and will be eligible for registration with the College of Nurses of Ontario. Salary will be commensurate with rank and experience. Women are particularly encouraged to apply. Applications should be sent to the Department of Nursing, University of Western Ontario, P.O. Box 2700, London, Ontario, Canada, N6A 3K7. Deadline: February 1, 1989.

The University of Western Ontario, London, Ontario N6A 3K7. The University of Western Ontario is an Equal Opportunity Employer.

NUTRITION. **MOUNT SAINT VINCENT UNIVERSITY.** Halifax, Nova Scotia. Applications are invited for a full time tenure track position in human nutrition. Responsibilities include teaching undergraduate and graduate courses in human nutrition, maintaining an active research program, preparing faculty development materials, and contributing to the ongoing development of academic programs. Qualifications: Ph.D. (nutrition), familiarity with Canadian research requirements, professional dietitians, demonstrated competence in teaching and research, rank and salary in accordance with University guidelines. Date of appointment July 1, 1989. Mount Saint Vincent University is concerned primarily with the education of women. The Home Economics Department is a Division of Human and Professional Development and offers Bachelor of Science, Bachelor of Home Economics, and Master of Science degrees. The Department has interests in international development and established links to Africa. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Interested applicants should submit curriculum vitae, transcripts, and references, and arrange for three letters of reference to: Dr. Susan Clark, Dean, Division of Human and Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia B3M 2J6.

ORGANIZATIONAL BEHAVIOUR. **THE UNIVERSITY OF WESTERN ONTARIO.** Faculty of Social Science. Applications are invited for a limited term, contractually limited term appointment, Ph.D. and a demonstrated commitment to research are required. Salary, rank and level of appointment will depend on qualifications and experience. The successful candidate will have a strong background in organizational behaviour studies, is highly desirable. Preference will be given to candidates with a strong background in organizational behaviour, management of change, organizational theory, technology and leadership. The successful candidate will be expected to teach and research within an interdisciplinary administrative studies framework. Applications (with Curriculum Vitae, names and addresses of three referees) should be sent to Professor J. R. Suter, Director, Centre for Administrative and Organizational Studies, Faculty of Social Science, Social Science Centre, The University of Western Ontario, London, Ontario, Canada N6A 3K7. Positions are available in the Department of Psychology, with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity. Qualified women and men are invited to apply.

UNIVERSITY OF BRITISH COLUMBIA. Philosophy - Ethics. The Department of Philosophy at the University of British Columbia is inviting applications for a tenure track position in the area of ethics and moral philosophy. The successful candidate must be an established scholar in the area of ethics and moral philosophy, and must also have a developed or developing interest in applied ethics. This appointment is viewed by the University as a research position. The successful candidate will be expected to develop a sequence of courses on his or her speciality, within a strong interdisciplinary program strongly with East and Southeast Asia and the Pacific. A doctorate degree, strong record of research, and evidence of successful extramurally funded research are required. Canadian immigration regulations require the University to assess applications from Canadian citizens and permanent residents. The University of British Columbia offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply. Candidates should have three letters of reference forwarded to: Y. F. Moon, Chair, Search Committee, Department of Pacific and Asian Studies, University of British Columbia, P.O. Box 1700, Victoria, British Columbia, V8W 2Y2. Deadline: February 1, 1989.

PHARMACY. **DALHOUSIE UNIVERSITY.** Faculty Position - Clinical Pharmacy. Applicants are invited for a faculty position in clinical pharmacy. Applicants must hold a Pharm.D. degree and have a minimum of a residency or fellowship is desirable. The successful candidate is expected to teach and carry out research in clinical pharmacy and to develop a strong clinical involvement through a joint appointment with a local teaching hospital. This position is available from January 1, 1989 or as soon

as possible thereafter. Rank and salary commensurate with qualifications and experience. Letters of application together with a curriculum vitae and the names and addresses of three references should be sent to: Director, College of Pharmacy, Dalhousie University, Halifax, Nova Scotia B3H 3A5, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an equal opportunity affirmative action employer.

PHILOSOPHY. **UNIVERSITY OF LETHBRIDGE.** Faculty of Arts and Science. Department of Philosophy. 1. Title: Assistant Professor; probationary (tenure-track) or term appointment, subject to budget approval. 2. Qualifications: Ph.D. Strong teaching and research accomplishment or potential; documented teaching experience and publications preferred. 3. Duties: Teaching philosophy to undergraduates, in accordance with Canadian Immigration Regulation, this advertisement is directed to Canadian citizens and permanent residents of Canada. 4. Responsibilities: Teaching and research in some of the following areas: Aesthetics, Religion, Education, Ethics (Moral and Action), Law, Economics, Biomedical, Media, Environmental, Professional, Military, History of Philosophy, Introductory Logic, 4. Salary: Minimum \$33,144 to \$59,534. 5. Applications: Candidates include a curriculum vitae, transcripts, teaching experience, and references. 6. Effective date: 1 July 1989. 7. Closing Date: 31 January 1989.

YORK UNIVERSITY. Faculty of Arts. Department of Philosophy. Assistant Professor, probationary tenure-track position. Qualifications: Ph.D. or equivalent in Philosophy, teaching experience and publication record. The successful candidate must have a strong background in research in philosophy and must have interest and demonstrated expertise in other areas of Philosophy as well. Duties may include teaching and research in one or more undergraduate programmes. Appointment effective July 1, 1989, pending University approval. Applications, including curriculum vitae and letters of reference, should be sent to: Chair, Department of Philosophy, York University, North York, Ontario M3J 1P3. Application deadline January 31, 1989. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity. Qualified women and men are invited to apply.

UNIVERSITY OF BRITISH COLUMBIA. Philosophy - Ethics. The Department of Philosophy at the University of British Columbia is inviting applications for a tenure track position in the area of ethics and moral philosophy. The successful candidate must be an established scholar in the area of ethics and moral philosophy, and must also have a developed or developing interest in applied ethics. This appointment is viewed by the University as a research position. The successful candidate will be expected to develop a sequence of courses on his or her speciality, within a strong interdisciplinary program strongly with East and Southeast Asia and the Pacific. A doctorate degree, strong record of research, and evidence of successful extramurally funded research are required. Canadian immigration regulations require the University to assess applications from Canadian citizens and permanent residents. The University of British Columbia offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply. Candidates should have three letters of reference forwarded to: Y. F. Moon, Chair, Search Committee, Department of Pacific and Asian Studies, University of British Columbia, P.O. Box 1700, Victoria, British Columbia, V8W 2Y2. Deadline: February 1, 1989.

UNIVERSITY OF REGINA. The Department of Philosophy and Classics invites applications for a tenure track position at the rank of Assistant Professor, commencing July 1, 1989. Position subject to budgetary approval. Applications are invited from persons with a completed or nearly completed Ph.D. Applicants are sought with a broad background in philosophy however, candidates would be expected to teach Ethics and Logic. Complete applications will be considered until the position is filled. Please send a complete curriculum vitae and arrange for the forwarding of letters of reference to: Dr. G. W. Deane, Dean of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF BRITISH COLUMBIA. The Philosophy Department at the University of British Columbia has a tenure track opening at the Assistant Professor level. The successful candidate should have a Ph.D. and provide clear evidence of a commitment to research. The area of expertise, however, is

open, and the salary is commensurate with qualifications. Applications, including a.c.v. and the names and addresses of three persons from whom letters of reference are required, should be sent to: Dr. Howard Jackson, Acting Head, Department of Philosophy, 1866 Main Mall, University of British Columbia, Vancouver, B.C. V6T 1Z1. The University of British Columbia is 15 April 1989. In accordance with Canadian immigration requirements, this advertisement is directed toward Canadian citizens and permanent residents. Equal consideration will be given to male and female applicants.

PHYSICAL & OCCUPATIONAL THERAPY

McGILL UNIVERSITY. Applications are invited for four tenure track academic appointments in the School of Physical and Occupational Therapy. McGill University offers B.Sc. degrees in physical and occupational therapy as well as a master's degree in rehabilitation science. As of September 1988, the first Canadian Ph.D. degree in Rehabilitation Science is being offered to Canadian citizens and permanent residents. The School offers undergraduate programs as well as, on consolidating the Ph.D. program, the School is actively recruiting candidates with experience in the following areas: Basic respiratory rehabilitation, gerontology, orthopedics, psychosocial behavior and rehabilitation engineering. If you are an occupational or physical therapist with a related clinical background, have doctoral level training and have a research and/or clinical interest in one of the disciplines listed above, send a letter stating teaching and research interests, curriculum vitae, copies of several recent publications, and the names of three referees to: Patrick Reid, Ph.D., Director, School of Physical and Occupational Therapy, 3654 Drummond Street, Montreal, Quebec, Canada H3G 1Y5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF WESTERN ONTARIO. Occupational Therapy. Applications are invited from applicants holding a Ph.D. with an undergraduate degree in Occupational Therapy. This position is a tenure stream appointment with teaching, research and administrative duties in the Department of Occupational Therapy. Demonstration of research scholarship is mandatory and a defined area of research interest must be demonstrated. This is an occupational therapy position. The positions available as soon as a qualified applicant is found. Salary will be commensurate with qualifications and experience. The University of Western Ontario policies and is subject to budgetary approval. Applications including curriculum vitae and names of three referees may be sent to: Dr. Joyce R. MacKinnon, Chairperson, Department of Occupational Therapy, Health Sciences Centre, The University of Western Ontario, London, Ontario, Canada N6A 3K7. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is an Equal Opportunity Employer.

PHYSICAL EDUCATION

YORK UNIVERSITY. Faculty of Arts. Department of Physical Education and Department of Psychology. Subject to budgetary approval, applications are invited for a tenure track joint appointment in the Departments of Physical Education and Psychology at York University. A Ph.D. is required with a background in Health Psychology and an emphasis on prevention and lifestyle. The appointment will be split equally between each Department and will include teaching in both graduate and undergraduate programs. The continued success of the program depends on research and a strong publication record is expected together with the ability to generate external funding. Enquiries and applications should be sent to: Norman Gledhill, Chair, Department of Physical Education or to: Psychology, York University, 4700 Keele St., North York, Ontario M3J 1P3. Closing date for applications is January 31, 1989. York University is implementing a policy of employment equity. Qualified women and men are invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. Physical Education. Assistant Professor, tenure track position. 2. Ph.D. or near completion is required. 3. Successful candidate will be expected to provide leadership in the development of the Physical Education Studies degree route to a Leisure and Sport Management route; teaching at the undergraduate and graduate level in the Leisure and Sport Management program. 4. Salary Scale: \$30,711 to \$39,567. 5. Submit a brief statement defining research interests and teaching capabilities along

further information and detailed brochures call (416) 736-5025, ext. 2503 or write to: Centre for Continuing Education, York University, 4700 Keele Street, North York, Ontario M3J 1K3.

CHILD SEXUAL ASSAULT PREVENTION PROGRAMS: SARA "Sexual Assault Recovery Anonymous" Society is a nonprofit charitable organization founded in British Columbia in 1983 to provide crisis intervention and therapeutic support to victims of sexual assault and incest through mutual aid and peer groups. SARA was organized as a two-phase concept based on assistance for victims and their families, and educational resources for the preven-

tion of child sexual abuse. Preventive material on sexual abuse suitable for school or professional instruction. Contact: Project the Children, Sexual Assault Recovery Anonymous, P.O. Box 16, Surrey, B.C. V3T 4W4; (604)597-2525, (604)597-2737.

CALL FOR PAPERS - 4TH NATIONAL CONFERENCE ON SOCIAL WELFARE POLICY: "Towards the Nineties, Issues of Theory and Practice". Following on the University of Calgary's 1987 conference at Banff, a multidisciplinary and multisectoral conference is being planned by a Toronto area consortium of academics and practitioners. Designed for professionals in-

volvement with social welfare policy as broadly construed - in non-governmental and governmental bodies and academic institutions. To be held in Toronto, October 24-27, 1989. Deadline for abstracts January 31, 1989. Further information: Donald Bellamy, Faculty of Social Work, University of Toronto, 246 Bloor Street West, Toronto, M5S 1A1; tel: 416-978-4176; Bellamy@Utoronto.Binet.

THE INSTITUTE OF INTERGOVERNMENTAL RELATIONS, part of Queen's University at Kingston, announces the publication of its annual volume Canada: The State of the Federation 1987-88. Call: ada 1641 de la Fédération 1987-88. The

volume summarizes and evaluates the Meek Lake Constitutional Accord and the Canada-U.S. Free Trade Agreement and the effect they are likely to have upon intergovernmental relations in the future. On these two significant agreements, leading commentators examine such subjects as: the federal-provincial consultation process and provincial strategies leading to the Free Trade Agreement; the public debate surrounding the Meek Lake Accord; and the impact of both agreements upon the Canadian federal system. Also included in this volume is a chronology of significant events in the world of Canadian intergovernmental relations for the years 1986-87.

The price is \$15.00 per copy. To order, or for more information, please contact: The Institute of Intergovernmental Relations, Queen's University, Kingston, Ontario, K7L 3N6; (613)545-2080.

THE SECOND LANGUAGE INSTITUTE OF THE UNIVERSITY OF OTTAWA invites you to an international conference entitled: "Comprehension-Based Language Teaching: Current Trends" May 11-13, 1989. The conference will examine all aspects of the comprehension-based approach: theoretical framework, testing and reading processes, the role of grammar and production, learning strategies, curriculum and materials design, content

based instruction, classroom practice, testing and the role of self-directed learning. The conference will consist of plenary sessions and panel discussions by internationally-known speakers (F. Gellat, C. Kiersch, S. Kreshen, P. Lightbown), as well as workshops and papers on the different aspects of comprehension-based teaching and learning. Les communications seront données en anglais ou en français. Contact: Dr. M. Wesche, Second Language Institute, University of Ottawa, 600 King Edward Ave., Ottawa, ON, K1N 6N5; (613)564-2973. □

UNIVERSITY OF WESTERN ONTARIO, Political Science. Applications are invited to a probationary or tenured appointment. The Department is searching for a scholar with research and teaching interests in Local Government and at least one other field. Candidates must have a Ph.D. (or expect to complete the degree within 12 months), an excellent scholarly record, and demonstrated commitment to teaching. Rank and salary are open. Effective date of appointment: July 1, 1989. Applications, including c.v. and the names of three referees, should be directed to: Dr. R.A. Vernon, Chairman, Department of Political Science, The University of Western Ontario, Social Science Centre, London, Ontario, Canada, N6A 5C2. Closing date: January 15, 1989. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Position is subject to Budget Approval. The University of Western Ontario is an Equal Opportunity Employer.

UNIVERSITY OF WESTERN ONTARIO, Political Science. Three or more appointments will be made, including at least one on a tenure track basis, for the 1989-90 academic year. Applications are invited in the fields of: Public Administration, Public Policy, International Relations, Comparative Politics, American Government, and Local Government. Candidates must have the Ph.D. or be near completion of the degree. Rank, salary and length of contract will depend on qualifications and experience. Effective date of appointments: July 1, 1989. Applications, together with a c.v. and the names of 3 referees, should be directed to: Dr. R.A. Vernon, Chairman, Department of Political Science, The University of Western Ontario, Social Science Centre, London, Ontario, Canada, N6A 5C2. Deadline for receipt of applications: January 15, 1989. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this ad is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is an Equal Opportunity Employer.

TENURE-STREAM POSITION IN INDUSTRIAL RELATIONS AT THE UNIVERSITY OF TORONTO

The Centre for Industrial Relations at the University of Toronto invites applications for a tenure stream position beginning the academic year 1989-90. The position will fully be at the Assistant Professor level, and may involve cross appointments with other units in the university. The Ph.D. must be completed or imminent, and other research and teaching experience is an asset. Responsibilities include research and teaching at the Masters and Ph.D. levels in industrial relations, as well as possible undergraduate teaching in other units at the university. Areas of specialization are open, although quantitative and analytical skills are an asset. In accordance with Canadian immigration requirements, this advertisement is directed, in the first instance, to Canadian citizens and permanent residents. Send c.v. and copies of any publications to: Professor, Mervyn Gundersen, Director, Centre for Industrial Relations, 123 St. George Street, University of Toronto, Toronto, Ontario, M5S 1A1. The University of Toronto is an equal opportunity employer.

The University of Calgary Academic Positions

Faculty of General Studies

ASSISTANT PROFESSOR in Communications Studies effective July 1, 1989. Area of specialization open. Competence in Visual Communication, Organizational Communication, Research Methods desirable. Ph.D. evidence of good teaching and scholarly accomplishment required. Ability to teach in other General Studies areas (e.g. Canadian Studies, Development Studies, Western Intellectual Heritage) would be an advantage.

Application, with a curriculum vitae and names and addresses of three referees, should be sent by January 15, 1989 to: Dr. M.P. Hanen, Dean, Faculty of General Studies.

Faculty of Environmental Design

ASSISTANT PROFESSOR IN THE INDUSTRIAL DESIGN PROGRAM. Supervising graduate theses and developing a specialty teaching interest and research capability. The program addresses the needs of the Western Canadian industrial base and the applications of technology within this context. It also encourages the development of design entrepreneurs capable of innovation and leadership in regional industry.

Candidates should have a professional advanced degree in Industrial Design or exceptional professional achievement and experience in Industrial Design practice, as well as demonstrated teaching and research abilities. Salary is commensurate with qualifications and experience. Qualified female applicants are particularly welcome.

Applicants should send a detailed curriculum vitae, the names of three referees and examples representative of research, professional and/or teaching work by February 15, 1989 to: The Chairman, Search Committee, Faculty of Environmental Design.

Department of English

ASSISTANT PROFESSOR (2 positions) effective July 1, 1989. Preference will be given to applicants with completed Ph.D. and with special interest in one or more of Commonwealth literature, dramatic literature, rhetoric and composition, and Victorian fiction. Closing date is January 15, 1989.

Applicants should send a curriculum vitae and arrange to have three letters of reference sent directly to: Dr. R.B. Bond, Head, Department of English.

Department of Classics

ASSISTANT PROFESSOR. Two-year full time limited term appointment effective July 1, 1989. Candidates should have a specialization in Classical Latin literature and language, with Ph.D. in hand or near completion and a record of publication commensurate with their scholarly experience. Candidates should also show evidence or promise of first-class teaching.

Application, with a curriculum vitae and the names of three referees, should be submitted by December 31, 1988 to: Dr. M.L. Cropp, Head, Department of Classics.

Department of Economics

ASSOCIATE PROFESSOR (one position) **ASSISTANT PROFESSOR (two positions).** All fields of specialization will be considered, but preference will be given to specialists in Industrial Organization, Macroeconomic Theory, Monetary Economics, Labour Economics, Public Finance, and Canadian Economic Development. Candidates should have a Ph.D. in Economics (or firmly expect one in 1989), and should be firmly committed to teaching and research scholarship.

Duties include teaching at the undergraduate and graduate levels, a program of research activity, graduate student supervision, and participation in the work of Departmental and University Committees.

Applicants should submit an up-to-date curriculum vitae before December 31, 1988 to: Head, Department of Economics.

Salary and rank are commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to employment equity.



The University of Calgary
2500 University Drive N.W.
Calgary, Alberta T2N 1N4

Department of Anthropology

ASSISTANT PROFESSOR in Primatology with interests in behavioural ecology, paleoecology, anatomy and physiology, or any combination of these areas. Ph.D. required. Appointment effective July 1, 1989. The successful candidate will be expected to develop and maintain a quality research program, publish in refereed journals and have an established record of excellent teaching.

The department currently offers both BA and BSc programs as well as a Masters degree. Application for a doctoral program is being actively considered by the department. Normal teaching load is five half courses per year exclusive of graduate supervision.

Application, including a curriculum vitae and names, addresses and telephone numbers of three referees, should be sent by December 31, 1988 to: Dr. Usher Fielching, Head, Department of Anthropology.

Department of History

ASSISTANT PROFESSOR. Appointment effective July 1, 1989. Field required is either European Medieval or Reformist History. Ph.D. required; some teaching experience preferred.

Application, with a curriculum vitae and three letters of reference, should be sent by January 1, 1989 to: Dr. Christian T. Archer, Head, Department of History.

Department of Mechanical Engineering

ASSISTANT PROFESSOR IN ENGINEERING MATERIALS AND DESIGN, effective July 1, 1989. Ph.D. in Mechanical Engineering required; some industrial experience preferred. Knowledge of stress analysis techniques would be advantageous. Duties include undergraduate and graduate teaching as a member of the Materials, Design and Manufacturing group. Applications from women candidates are particularly welcome. The Department has extensive materials research, stress analysis and CAD/CAM facilities including ESN equipment and a CNC machine tool. All levels of computer support are available including a supercomputer. The successful candidate will be expected to carry out research in the engineering materials and design area.

Application, with a curriculum vitae and the names of three referees, should be sent by March 1, 1989 to: Dr. G.T. Reader, Head, Department of Mechanical Engineering.

Department of Sociology

ASSISTANT PROFESSOR (2 positions) effective July 1, 1989. Position I: Applicants should have statistics/methodology as one of their main areas of specialization. Other areas of specialization are open. The applicant should be prepared to teach courses in statistics at both undergraduate and graduate levels. Ph.D. is required. Position II: Applicants are invited for an Assistant Professor in Sociology. Areas of specialization are open. Ph.D. is required.

All qualified applicants will be considered. The Department of Sociology has nearly 400 majors and offers BA, MA and Ph.D. degrees. Therefore, strong commitments to teaching, to research in a substantive area and to publication are required.

Application, including an up-to-date curriculum vitae with names of at least three referees, should be submitted by January 15, 1989 to: Dr. Joseph E. DiSanto, Head, Department of Sociology.

Faculty of Physical Education

ASSISTANT PROFESSOR in Sport Physiology. Applicants should have experience in the area of sport physiology and/or kinaesthesiology, and have a proven research profile. The Faculty offers programs at the undergraduate and Masters levels. Rank and salary dependent upon expertise and qualifications. Closing date December 31, 1988.

Interested candidates should send a curriculum vitae, a brief description of current research and teaching interests, and the names of three referees to: Dr. R. Stratton, Assistant Dean, Faculty of Physical Education.



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NEW ZEALAND: Canadian citizens require a valid passport only. New Zealand departure tax from Auckland is NZ\$10.00, Christchurch NZ\$2.00 and Wellington - no tax. Auckland International Airport is 22.5 Km from city, transfer by Downtown Airline Coach is NZ\$7.00. Christchurch International Airport is 11.2 Km from city, transfer by Christchurch Transport Board is NZ\$3.00. Wellington International Airport is 8 Km from city, transfer by Outreaches Coach Line is NZ\$3.80.

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Registration fee is \$75.00 (includes lunch on 10 and 11 March)

* Please do not send cash with this form. Make cheques payable to CAUT. No refunds will be made after 28 February, 1989.

* Confirmation of registration will be sent to you. Receipts will be issued at the Conference.

* PLEASE NOTE THAT LAST MINUTE REGISTRANTS CANNOT BE GUARANTEED HOTEL ROOMS OR PREPAID LUNCHES.

Please mail to : Tim Stutt
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 308 - 294 Albert Street
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The conference starts at 9:00 a.m. on Friday, March 10th and terminates at 1:00 p.m. Sunday, March 12th. Registration, information and a cash bar will be available Thursday evening, March 9th. Registration will also be available Friday morning.

Les frais d'inscription sont \$75.00 (comprenant le déjeuner les 10 et 11 mars)

* Prière de ne pas envoyer d'argent liquide avec ce bulletin. Faire les chèques à l'ordre de l'ACPU. Il n'y aura aucun remboursement après le 28 février 1989.

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La conférence débutera à 9 h le vendredi 10 mars et se terminera à 13 h le dimanche 12 mars. Les délégués pourront s'inscrire le jeudi soir 9 mars et se renseigner. Un bar payant sera également mis à leur disposition. Il sera toujours possible de s'inscrire le vendredi matin.